Catalogue no. 89-624-XIE

Knowledge of Official Languages Among New Immigrants: How Important Is It in the Labour Market?

2005

Statistics Canada Statistique Canada

Canada

How to obtain more information

Specific inquiries about this product and related statistics or services should be directed to: Special Surveys Division, Statistics Canada, Ottawa, Ontario, K1A 0T6 (telephone: téléphone : (613) 951-3321 ou 1 800 461-9050 (sans frais); télécopieur : (613) 951-4527; courriel : *des@statcan.ca*).

For information on the wide range of data available from Statistics Canada, you can contact us by calling one of our toll free numbers. You can also contact us by e-mail or by visiting our website at *www.statcan.ca*.

National inquiries line **1-800-263-1136**
National telecommunications device for the hearing impaired **1-800-363-7629**
Depository Services Program inquiries **1-800-700-1033**
Fax line for Depository Services Program **1-800-889-9734**
E-mail inquiries ***infostats@statcan.ca***
Website ***www.statcan.ca***

Information to access the product

This product, catalogue no. 89-624-XIE, is available for free in electronic format. To obtain a single issue, visit our website at *www.statcan.ca* and select Publications.

Standards of service to the public

Statistics Canada is committed to serving its clients in a prompt, reliable and courteous manner. To this end, the Agency has developed *standards of service* which its employees observe in serving its clients.

To obtain a copy of these service standards, please contact Statistics Canada toll free at 1-800-263-1136. The service standards are also published on *www.statcan.ca* under About us > Providing services to Canadians.

Statistics Canada
Special Surveys Division

Knowledge of Official Languages Among New Immigrants: How Important Is It in the Labour Market?

2005

Published by authority of the Minister responsible for Statistics Canada

© Minister of Industry, 2007

All rights reserved. The content of this electronic publication may be reproduced, in whole or in part, and by any means, without further permission from Statistics Canada, subject to the following conditions: that it be done solely for the purposes of private study, research, criticism, review or newspaper summary, and/or for non-commercial purposes; and that Statistics Canada be fully acknowledged as follows: Source (or "Adapted from", if appropriate): Statistics Canada, year of publication, name of product, catalogue number, volume and issue numbers, reference period and page(s). Otherwise, no part of this publication may be reproduced, stored in a retrieval system or transmitted in any form, by any means—electronic, mechanical or photocopy—or for any purposes without prior written permission of Licensing Services, Client Services Division, Statistics Canada, Ottawa, Ontario, Canada K1A 0T6.

April 2007

Catalogue no. 89-624-XIE

ISSN 0000-0000
ISBN 978-0-662-45230-0

Frequency: Occasional

Ottawa

La version française de cette publication est disponible sur demande (nº 89-624-XIF au catalogue).

Note of appreciation

Canada owes the success of its statistical system to a long standing partnership between Statistics Canada, the citizens of Canada, its businesses, governments and other institutions. Accurate and timely statistical information could not be produced without their continued cooperation and goodwill.

User information

Symbols

The following standard symbols are used in Statistics Canada publications:

.	not available for any reference period
..	not available for a specific reference period
...	not applicable
0	true zero or a value rounded to zero
0s	value rounded to 0 (zero) where there is a meaningful distinction between true zero and the value that was rounded
p	preliminary
r	revised
x	suppressed to meet the confidentiality requirements of the *Statistics Act*
E	use with caution
F	too unreliable to be published

Aknowledgements

Warm thanks are extended to the following persons for their valuable advice and their generous support for this analysis: Maureen Callaghan, Charlotte Cléroux, Lucie Cossette, Johanne Denis, Patrice Dion, Christian Houle, Réjean Lachapelle, Pierre Lavallée, Louise Marmen, René Morrissette, Owen Phillips, Abdelnasser Saidi and Carole Sawaya, as well as all the persons who assisted in reviewing this report.

Table of contents

Highlights 6

Summary 7

Background 8

Related products 10

Section 1 The first four years in Canada 11

1.1 Still in Canada after four years 11
1.2 Interprovincial mobility 11
1.3 Socio-demographic characteristics 11
1.4 Greatest difficulties in the first four years 12

Section 2 Knowledge of official languages (OLs) 13

2.1 Self-reported ability to speak the OLs 13
2.2 English and French spoken in Canada 14
2.3 English and French spoken in Quebec 15
2.4 Immigrants' ability to speak the two official languages (OLs) 15
2.5 Importance of improving OLs in Canada 17
2.6 Importance of improving OLs in Quebec 17
2.7 Language training 17
2.8 Benefits of language training 18
2.9 Means used to improve language skills 20

Section 3 Labour market 21

3.1 Employment rate by age group 21
3.2 Job changes 22
3.3 Time it took to obtain first job 22
3.4 Employment rate of 25-to-44-year-olds and OLs 23

Section 4 Knowledge of OLs and type of job held 26

4.1 Link between knowledge of OLs and type of job held 26
4.2 Modeling the probability of having an appropriate job according to knowledge of OLs 36
4.3 Modeling with continuous language variables 38

Table of contents – continued

4.4 Modeling with dichotomous language variables 41
4.5 Interaction between French and English in Quebec 42

Section 5 Conclusion **44**
5.1 Analytical potential of the LSIC 44

Data quality, concepts and methodology
Data source 46
Overview of *Canada's Immigration Policy* 48
Data quality 49
Constraints encountered in the longitudinal analysis 50

Appendix
A Bibliography 52
B Socio-demographic characteristics of immigrants still in Canada after four years 53
C Socio-demographic characteristics of immigrants still in Canada after four years, according to their level of proficiency in spoken English or French 54
D Proportion of immigrants who reported progress in their level of proficiency in spoken English between Wave 1 and Wave 3 56
E Employment rate at each wave by age group 57
F Number of weeks it took immigrants aged 25 to 44 to obtain first job 59
G Number and proportion of immigrants according to five job characteristics 61
H Beta coefficients of models using continuous language variables 62
I Beta coefficients of models using dichotomous language variables 63

Charts
1.1 Proportion of immigrants reporting the worst difficulties encountered since coming to Canada, by order of frequency of mention, Canada 12

2.1 Proportion of immigrants by level of spoken English at each wave, Canada 14
2.2 Proportion of immigrants by level of spoken English and French at each wave, Quebec 15
2.3 Proportion of immigrants by ability to speak English and French at each wave, outside Quebec 16
2.4 Proportion of immigrants by ability to speak English and French at each wave, Quebec 16
2.5 Proportion of immigrants reporting different ways in which language training in English had been useful to them, Canada 19
2.6 Proportion of immigrants reporting different ways in which language training in English and French had been useful to them, Quebec 19

Table of contents – continued

3.1	Employment rates of immigrants at each wave, by age group, Canada	22
3.2	Number of weeks to access first job for immigrants aged 25 to 44, by immigration category, Canada	23
3.3	Employment rate of immigrants aged 25 to 44 by level of spoken English, Canada	24
3.4	Employment rate of immigrants aged 25 to 44 by level of spoken English, Quebec	24
3.5	Employment rate of immigrants aged 25 to 44 by level of spoken French, Quebec	25
4.1	Proportion of immigrants with a high-skill job, by level of spoken English at each wave, Canada	27
4.2	Proportion of immigrants with a job in the intended field, by level of spoken English at each wave, Canada	28
4.3	Proportion of immigrants with a job similar to the one before immigrating, by level of spoken English at each wave, Canada	28
4.4	Proportion of immigrants with a job related to training or education, by level of spoken English at each wave, Canada	29
4.5	Average hourly wage of working immigrants, by level of spoken English at each wave, Canada	29
4.6	Proportion of immigrants with a high-skill job, by level of spoken French at each wave, Quebec	30
4.7	Proportion of immigrants with a job in the intended field, by level of spoken French at each wave, Quebec	31
4.8	Proportion of immigrants with a job similar to the one before immigrating, by level of spoken French at each wave, Quebec	31
4.9	Proportion of immigrants with a job related to training or education, by level of spoken French at each wave, Quebec	32
4.10	Average hourly wage of working immigrants, by level of spoken French at each wave, Quebec	32
4.11	Proportion of immigrants with a high-skill job, by level of spoken English at each wave, Quebec	33
4.12	Proportion of immigrants with a job in the intended field, by level of spoken English at each wave, Quebec	34
4.13	Proportion of immigrants with a job similar to the one before immigrating, by level of spoken English at each wave, Quebec	34
4.14	Proportion of immigrants with a job related to training or education, by level of spoken English at each wave, Quebec	35
4.15	Average hourly wage of working immigrants, by level of spoken English at each wave, Quebec	35

Highlights

- After four years in Canada, immigrants say that the worst two difficulties that they faced since coming to Canada were finding an appropriate job and having to deal with the language barrier.
- Six months after their arrival, 58% of immigrants reported that they were able to speak English well or very well, while the corresponding figure for French was 11%. These percentages rose to 69% and 14% four years after their arrival. This was an ability self-reported by the immigrants.
- For immigrants in Quebec, learning or improving the language of the minority, English, seems just as important as learning or improving the language of the majority, French.
- Language training appears to be beneficial to immigrants, since among the immigrants who made progress, those who had taken language training were more likely to have advanced more than one level compared to those who had not taken language training.
- The employment rate of immigrants in the prime working-age group of 25 to 44 years went from 51% six months after their arrival to 65% two years after their arrival and 75% four years after their arrival. This rate approaches the national rate for Canadians in the same age group during the same period, namely 81.8%.
- The employment rate of immigrants increases with their ability to speak **English**.
- Overall in Canada, immigrants who reported speaking English well or very well, compared to those who reported speaking it less well, are more likely to have an "appropriate" job. The relationship between the self-reported ability to speak French and the chances of having an "appropriate" job is not as clear.
- In Quebec, the hourly earnings of immigrants who speak English very well are generally higher—regardless of their level of French—than those of immigrants who do not speak both official languages well. However, immigrants who speak French very well must also speak English very well in order for their earnings to be significantly higher than those of immigrants who do not speak both official languages well.

Summary

Immigrants to Canada face numerous difficulties during their first years in Canada. The Longitudinal Survey of Immigrants to Canada (LSIC) followed a cohort of immigrants over the course of their first four years in Canada. The immigrants selected were interviewed at three points in time: at six months, two years and four years after their arrival in Canada. The results of the LSIC showed that after immigrants had spent four years in Canada, the two difficulties cited by the largest number of them were finding an appropriate job and having to deal with the language barrier.

We therefore attempted to study the relationship between knowledge of the official languages by new immigrants and having an appropriate job. Does a better knowledge of the official languages increase an immigrant's chances of having a high-skill job, a job in the intended field, a job similar to the one held before immigrating, a job related to the field of training or education, or a higher hourly wage?

To try to answer the different parts of this question, we used information concerning the job held at the time of each interview as well as the self-reported ability to speak English and French at each of these points in time. The study showed that there is a significant relationship between the ability to speak English and the five job characteristics studied, at six months, two years and four years after arrival. Employed immigrants with the highest levels of spoken English were therefore more likely, compared to immigrants whose level of English was lower, to have a high-skill job, a job in the intended field, a job similar to the one held before immigrating, a job related to their training or education, and a higher hourly wage. This effect was particularly evident for immigrants whose spoken level in English was "well" or "very well" (levels 4 and 5 on a scale of 1 to 5). The effect of French in Canada as a whole was much less significant; it was observed for only three of the five characteristics studied, and was no longer at all significant after four years in Canada.

The situation in Quebec is exceptional, given the wide use of both official languages there. In Quebec, the ability to speak English is found to have an effect on the chances of having a high-skill job and a job related to training or education and on the hourly wage of immigrants. The effect of English in Quebec tends to disappear over time, except with respect to earnings, where the effect is still observed four years after the immigrant's arrival. On the other hand, no significant effect is observed for the ability to speak French on the job characteristics studied. Furthermore, when the effect of the ability to speak both English and French on the hourly wage is examined, the ability to speak English is found to matter the most.

Two major points should be taken into account when interpreting the results of this study. First, the small sample sizes for some levels of French in Quebec might be partially responsible for the instability of the results observed. Second, the effect of language should not be interpreted as a direct cause of having an appropriate job. The effect might instead be due to a phenomenon or characteristic other than language proficiency that is highly correlated with the latter.

Background

When immigrants arrive in a new country, their ability to express themselves in the official language or languages of that country can have a major impact on how successfully they integrate. This ability is one of the main components of human capital,[1] and it is undeniably a major economic asset. Mastering the spoken language may make the difference when, for example, it comes to staying abreast of employment opportunities, learning how the labour market in a new country works or convincing one's future employer of one's skills. The ability to speak the language(s) of the host country is also important when an immigrant tries to socialize outside his/her ethnic community (a phenomenon known as bridging), thus creating a form of social capital[2] (Kunz, 2003).

Several studies have attempted to show how immigrants' knowledge of the language(s) of the host country affects their earnings or their access to the labour market. The findings of these different studies are sometimes contradictory, with some showing that a relationship exists (Tainer, 1988; Chiswick and Miller, 1995; Chiswick and Miller, 1990; Dustmann and Fabbri, 2003) and others showing that the relationship is not significant or at least not direct (Lebeau and Renaud, 2002).

This study differs from previous ones in that it tries to verify whether knowledge of the official languages is related to the type of job held by immigrants, based on an examination of five characteristics used as potential indicators of what an "appropriate" job is. In fact, four years after their arrival in Canada, many immigrants stated that the worst difficulties they had faced since coming to Canada were finding an appropriate job (difficulty reported by 46% of immigrants) and having to cope with the language barrier (reported by 26% of immigrants). But what is the role of knowledge of the official languages with regard to the type of job obtained by new immigrants to Canada? The answer is important, since achieving a good match between an individual's skills and his/her work is beneficial for both the individual and society.

Data source

The findings of this study are based on data from the third wave of Statistics Canada's Longitudinal Survey of Immigrants to Canada (LSIC). This survey targets immigrants aged 15 and older who came to Canada between October 2000 and September 2001. The data from the third wave were obtained from 7,700 respondents who had also responded to the first two waves of the survey. The first wave interview took place **six months** after the immigrants' arrival in Canada, the second wave interview took place **two years** after their arrival, and the interview for the third and final wave, **four years** after their arrival. For further information on this data source, see "Data quality, concepts and methodology — Data source" section.

The longitudinal data from this survey were used to evaluate the situation of the same group of immigrants at three points in time. When the sample size permits, results are also given for Quebec, Ontario and British Columbia.

It should be noted that knowledge of official languages is one of the selection criteria for principal applicants in the skilled worker category to gain admission to Canada.[3]

Content of the report

This report is divided into four major sections. The first three sections examine different topics in order to lay the groundwork for the analytical portion of this study, contained in section 4.

1 *Human capital may be defined as the various economically productive attributes of an individual, such as education level or degrees, the ability to speak the language of the country, health, etc.*

2 *Social capital may be defined as the various links which exist among individuals who share similar values, standards and understandings, and which thus facilitate inter- and intra-group co-operation.*

3 *For an overview of Canada's Immigration Policy, see "Data quality, concepts and methodology — Overview of Canada's Immigration Policy" section.*

Section 1 of the report provides a basic profile of new immigrants during their first four years in Canada. Section 2 examines their knowledge of official languages (OLs), language training and the improvement of language skills observed over time. Section 3 briefly examines the situation of immigrants on the labour market six months, two years and four years after their arrival.

Section 4 of the report contains an in-depth analysis of the effect of knowledge of official languages on five job characteristics used as indicators of what might be an appropriate job. The goal here is to see to what extent immigrants' ability to speak English and French six months, two years and four years after their arrival affects their chances of having an appropriate job.

Related products

Selected publications from Statistics Canada

89-611-X	Longitudinal Survey of Immigrants to Canada: Process, Progress and Prospects
89-614-X	Longitudinal Survey of Immigrants to Canada - A Portrait of Early Settlement Experiences
89-615-X	Longitudinal Survey of Immigrants to Canada: Progress and Challenges of New Immigrants in the Workforce
89-616-X	Longitudinal Survey of Immigrants to Canada: A Regional Perspective of the Labour Market Experiences

Section 1

The first four years in Canada

1.1 Still in Canada after four years

Canada receives a great number of immigrants every year: approximately 250,000 immigrants were admitted to Canada between October 2000 and September 2001. Of these, 169,400 immigrants aged 15 and older were within the scope of the LSIC.[1] However, some of these immigrants died, entered an institution or left Canada soon after their arrival. While there is no way of knowing for certain what happened to those immigrants, it is estimated that approximately 5,200 of these 169,400 immigrants were no longer within the scope of the survey six months after their arrival, while the additional losses two years and four years after their arrival were respectively 3,400 and 3,200 immigrants.

Thus, four years after the arrival of the LSIC immigrants, 157,600 were still part of the survey's population of interest.

This study concerns those 157,600 immigrants and their situation six months, two years and four years after their arrival in Canada.

1.2 Interprovincial mobility[2]

Although 9% of immigrants still in Canada after four years had changed provinces during their first six months in the country, a degree of stability is observed after that. The vast majority (95%) of immigrants were living in the same province at the time of the interviews for Waves 1, 2 and 3. Four years after their arrival, 85,600 (54%) were living in Ontario, 28,400 (18%) had settled in British Columbia, 24,500 (16%) were living in Quebec and 19,100 (12%) were residing elsewhere in Canada.

Given the low interprovincial mobility rate between Waves 1 and 3, and to maintain some consistency throughout this report, all provincial estimates are based on the **province of residence at the time of the third wave interview**, that is, four years after arrival. The provinces examined are Quebec, Ontario and British Columbia, which are the provinces where 88% of immigrants were living four years after coming to Canada.

1.3 Socio-demographic characteristics

Six immigrants in 10 entered Canada as members of the economic immigrants category, with 35% of them being principal applicants admitted as skilled workers and 25%, spouses or dependents of the latter. Nearly 3 immigrants in 10 were in the family reunification category. Quebec posted the largest proportion of principal applicants admitted as skilled workers (43%), as well as the smallest proportion of immigrants in the family category (20%).

Six months after their arrival, two-thirds of immigrants were in the prime working-age group of 25 to 44 years,[3] with the others distributed nearly equally between the 15 to 24 age group (16%) and the 45 and over age group (17%).

Also six months after their arrival, 54% of immigrants had a university degree while another 20% had studied at the postsecondary level.

Just over 2 immigrants in 3 were born in Asia or the Middle East. In Quebec, however, only 35% of immigrants were born in Asia or the Middle East while another 30% were born in Africa. Nine percent of LSIC immigrants Canada-wide were born in Africa.

Eight immigrants in 10 were members of a visible minority. However, the proportion was lower in

1 *The LSIC excludes from its target population immigrants who applied for admission from within Canada. Living in Canada for some time, these persons were likely to have, from a settlement standpoint, characteristics that were quite different from persons newly arrived in Canada. Also excluded from the scope of the survey were refugees claiming asylum from within Canada.*

2 *The term 'province' is used here to designate Quebec, Ontario, British Columbia and the other Canadian provinces combined. Movements that took place between the provinces in the 'other provinces combined' category are not counted here.*

3 *In this report, as in all previous reports on the LSIC, the age used is the respondent's age six months after his/her arrival in Canada (Wave 1).*

Quebec, where slightly fewer than 7 immigrants in 10 belonged to a visible minority.

For further details on all this socio-demographic data for Canada and the provinces, see appendix B

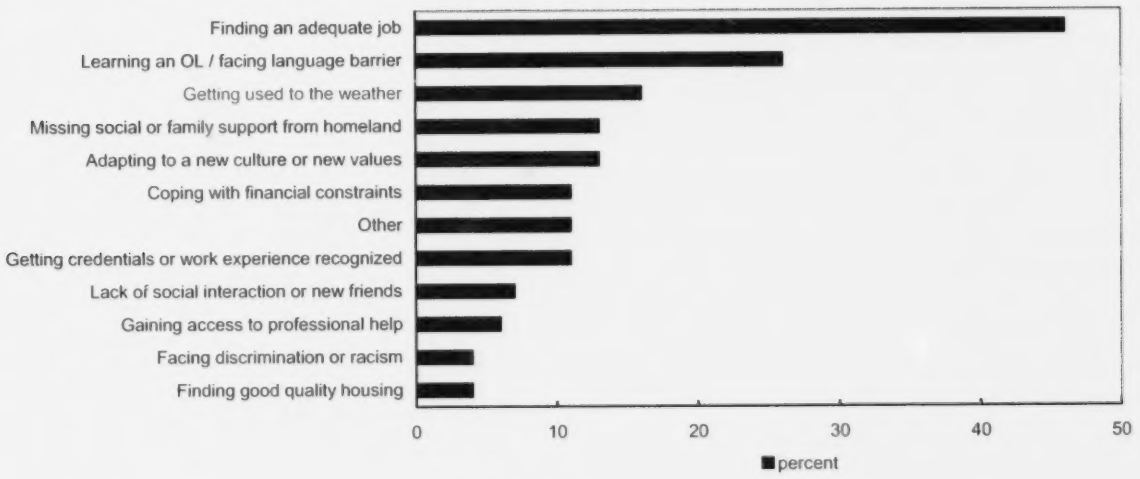
1.4 Greatest difficulties in the first four years

Four years after their arrival in Canada, immigrants were asked what the greatest difficulties were that they had encountered since coming to Canada. They could indicate more than one difficulty. Two difficulties were reported much more often than others. Finding an appropriate job[4] was the top-ranking difficulty, reported by 46% of immigrants. The language barrier or learning the official languages (OLs) was the second-ranking difficulty, reported by 26% of immigrants. Chart 1.1 shows the various difficulties reported, by order of frequency of mention.

The results by province show that in each province the same two difficulties top the list. The problem of finding an appropriate job was mentioned most often in Quebec (53%), followed by Ontario (50%) and then British Columbia (37%). Language problems were reported by a larger proportion of immigrants in British Columbia (32%), followed by Ontario (26%) and Quebec (21%).

4 *Since the response categories were not read to the respondent, the category "finding an appropriate job" may include cases where the respondent reported having had difficulty finding a job, without necessarily saying "finding an appropriate job."*

Chart 1.1
Proportion of immigrants reporting the worst difficulties encountered since coming to Canada, by order of frequency of mention, Canada



Source(s): Statistics Canada, Longitudinal Survey of Immigrants to Canada, 2005.

Section 2

Knowledge of official languages (OLs)

Before studying the relationship between official languages and having an appropriate job, it is useful to examine immigrants' level of official languages knowledge six months, two years and four years after their arrival.

In this study, we have chosen to use variables related to the ability to **speak** English and French, rather than those related to the ability to **read** or **write** in those two languages. Since these three variables are highly correlated,[1] it was felt that the ability to speak was a good indicator of the ability to function in a language.

2.1 Self-reported ability to speak the OLs

In the LSIC, immigrants were asked to assess how well they could speak each official language six months, two years and four years after their arrival. The possible answers were:

- cannot speak this language (level 1)
- poorly (level 2)
- fairly well (level 3)
- well (level 4)
- very well (level 5).

Immigrants whose mother tongue was English (the same applies to French) and whose language spoken most often at home in one of the three waves was also English (the same for French) did not have to answer this question. Since it was implicitly assumed that their level of spoken English (or French) was very good, they were assigned level 5. Accordingly, 22% of immigrants who ranked at level 5 in English in the first wave (as well as 18% in the second and third waves) had English as their mother tongue and spoke this language most often at home. For French, 25% of immigrants who ranked at level 5 in the first wave (and 23% and 21% for the following waves) had French as their mother tongue and spoke it most often at home.

These five levels are used throughout this study to determine the level of knowledge of English and French. It is true that these variables, since they are self-reported, may include response errors (some respondents may tend to overestimate or underestimate their abilities; others may assess themselves in comparison to family or friends; etc.). Therefore, care was taken in advance to validate these variables on the ability to speak English or French. The intention was to verify that the values reported were indeed consistent with those for other language variables included in the questionnaire, and this proved to be the case. Immigrants' responses were also examined over time, and in general, they were consistent from one wave to the next.

An example of the validation performed with language data is shown in table 2.1. Immigrants whose spoken level in a language was 2 (poorly), 3 (fairly well) or 4 (well) then had to answer five questions designed to determine the ease with which they managed to perform the following five tasks in that language: telling someone what they did before immigrating, giving their address, telling a doctor what the problem was, understanding a message over the telephone, and re-arranging a meeting. The response choices were "easily", "with some help", "with a lot of help" and "cannot do". If a score of 3, 2, 1 or 0 is assigned to each of these answers respectively and the scores for each of these questions are summed, an overall score is obtained for ease of functioning in the language. It is expected that an immigrant whose spoken level is 2 in a language will have more difficulty performing these five tasks and will therefore obtain a lower score than an immigrant whose spoken level is 3 or 4. The following table gives average scores by proficiency level for each language in the three waves.

1 *The coefficients of correlation between the three variables on ability (to speak, to read and to write) in Wave 1 are greater than 0.83 for English and greater than 0.94 for French.*

As may be seen, immigrants whose spoken level in a language is higher do indeed find it easier to perform the five tasks measured, since the value of the score is higher.

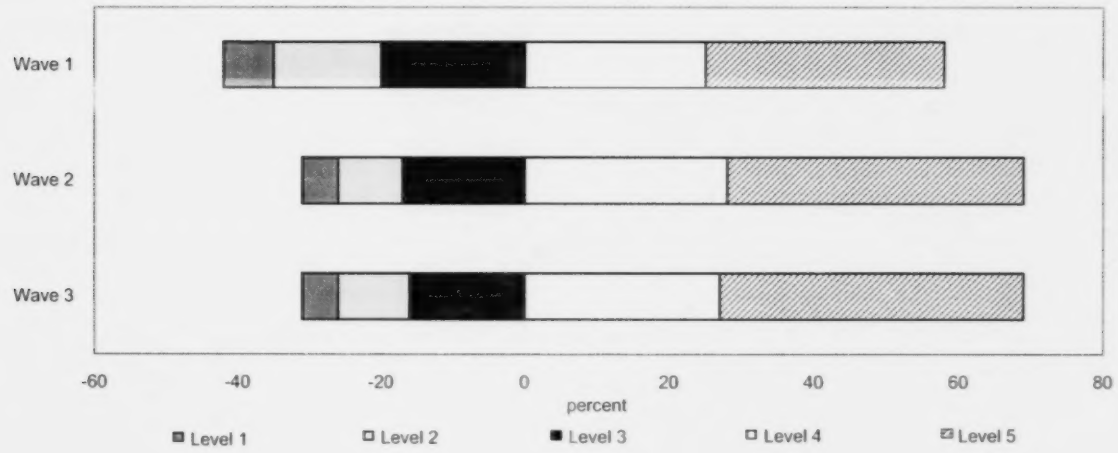
This study also looked at immigrants' socio-demographic characteristics according to their level of proficiency speaking English and French in Wave 1. Those characteristics are shown in appendix C.

Table 2.1
Average score for ease in performing five tasks in each official language at each wave, by level of proficiency in the language, Canada

	Proficiency level in English			Proficiency level in French		
	2	3	4	2	3	4
Wave 1	8.6	12.3	14	5.5	11.4	13.8
Wave 2	8.4	12.5	14.1	5.7	11.3	13.9
Wave 3	8.2	13	14.3	5.6	11.8	13.8

Source(s): Statistics Canada, Longitudinal Survey of Immigrants to Canada, 2005

Chart 2.1
Proportion of immigrants by level of spoken English at each wave, Canada



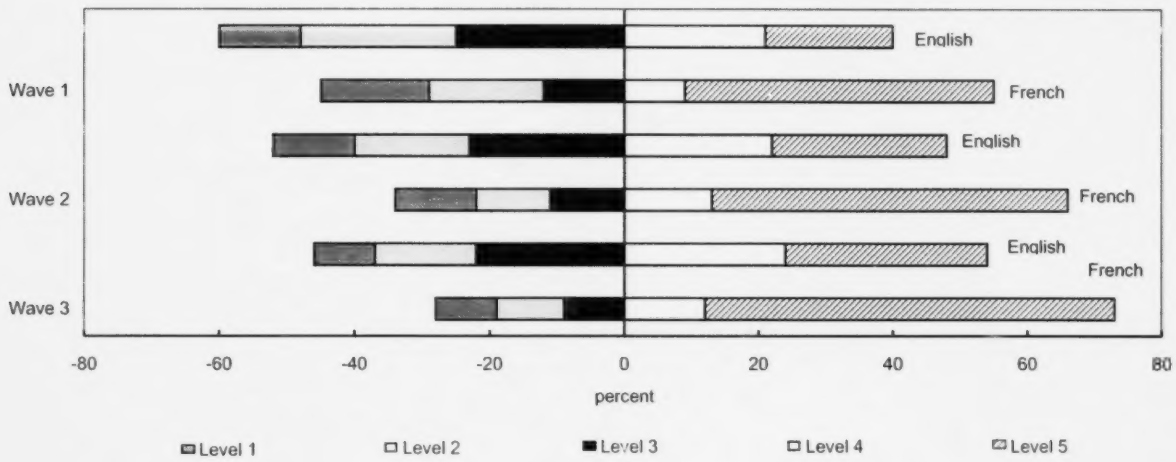
Source(s): Statistics Canada, Longitudinal Survey of Immigrants to Canada, 2005

2.2 English and French spoken in Canada

Six months after their arrival, 58% of immigrants spoke English well or very well; very few did not speak it at all (7% in Wave 1 and even fewer in the following waves). During the first two years in Canada, there was an improvement in the self-reported level of spoken English, with a smaller improvement between the second and fourth years spent in Canada.

The knowledge of French in Canada as a whole was rarer. Eleven percent of immigrants reported speaking French well or very well six months after their arrival, while 14% reported comparable abilities four years after their arrival. By contrast, 76% of immigrants reported not speaking French at all six months after their arrival, and the percentage was still as high four years after their arrival.

Chart 2.2
Proportion of immigrants by level of spoken English and French at each wave, Quebec



Source(s): Statistics Canada, Longitudinal Survey of Immigrants to Canada, 2005.

2.3 English and French spoken in Quebec

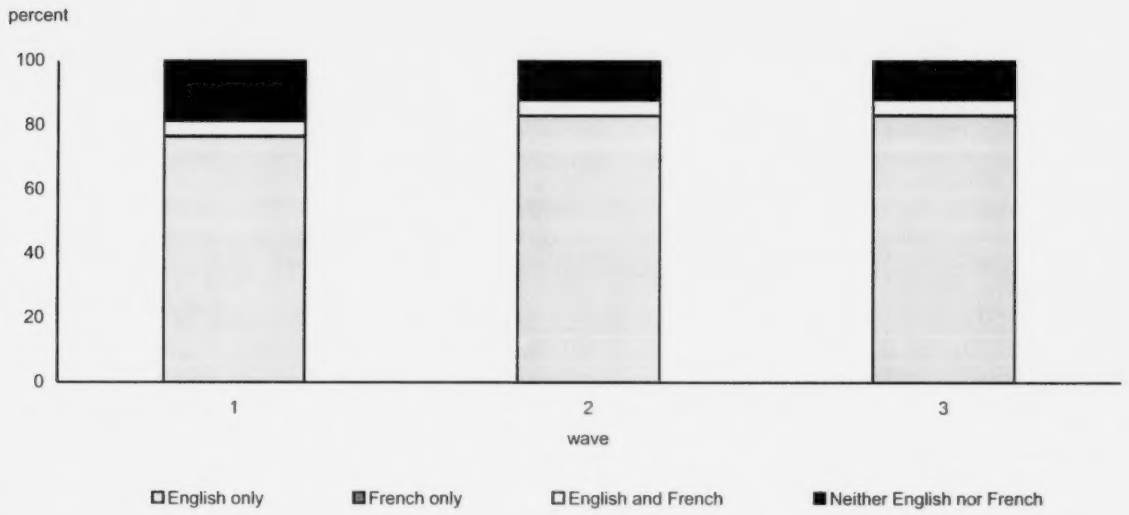
In Quebec, 55% of immigrants reported speaking French well or very well six months after their arrival, with this percentage climbing to 73% four years after their arrival.

As regards the level of English in Quebec, 40% of immigrants could speak this language well or very well six months after their arrival, with this percentage rising to 54% four years after arrival.

2.4 Immigrants' ability to speak the two official languages (OLs)

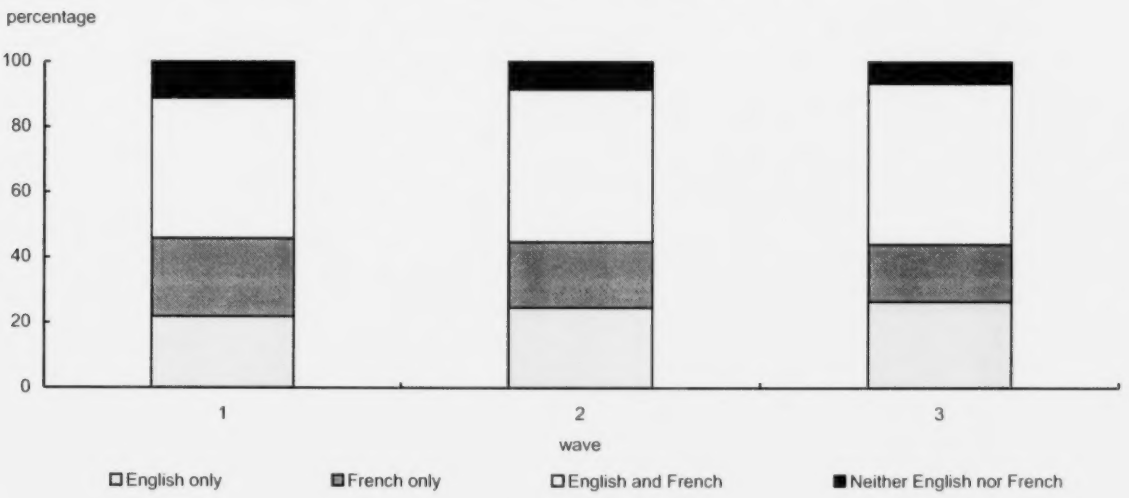
Considering that an immigrant speaks English (or French) when he/she reports being able to speak that language well or very well, immigrants may be classified into four categories according to their ability to speak the two OLs: those who speak English only, those who speak French only, those who speak both English and French and those who speak neither English nor French. Charts 2.3 and 2.4 give an idea of the distribution of immigrants according to these four categories evaluated six months, two years and four years after their arrival, outside Quebec and in Quebec. Despite immigrants' progress over time in their ability to speak English and French, the English-French bilingualism rate as defined here remains fairly stable.

Chart 2.3
Proportion of immigrants by ability to speak English and French at each wave, outside Quebec



Source(s): Statistics Canada, Longitudinal Survey of Immigrants to Canada, 2005.

Chart 2.4
Proportion of immigrants by ability to speak English and French at each wave, Quebec



Source(s): Statistics Canada, Longitudinal Survey of Immigrants to Canada, 2005.

2.5 Importance of improving OLs in Canada

In each wave of the survey, immigrants who did not speak, read or write English (or French) very well[2] were asked whether it was important for them to learn or improve that language. The answer choices were "very important", "important", "not very important" or "not important at all".

In the first wave, 96% of immigrants who were asked the question for English answered that it was either very important or important to learn or improve their English. In the second and third waves, 96% and 93% respectively of immigrants who were asked the question said that it was very important or important to learn or improve their English.

Respondents' opinion on this subject was fairly consistent over time, since 88% of immigrants who answered this question in the three waves said all three times that it was either important or very important to learn or improve their English.

As regards French in Canada, 37% of immigrants who were asked the question in the first wave felt that it was either important or very important for them to learn or improve their knowledge of that language. In the second and third waves, respectively 34% and 30% of immigrants felt the same. However, opinions regarding the importance of learning or improving one's French were less consistent over time than for English. Fourteen percent of immigrants who had to answer this question in all three waves answered each time that it was important or very important for them to learn or improve their French, whereas 45% stated each time that it was not very important or not important at all.

2.6 Importance of improving OLs in Quebec

In Quebec, 88% of immigrants whose spoken, written and reading level in French was not at its maximum in the first wave said that it was important or very important to learn or improve that language. In the second and third waves, 92% and 89% respectively of immigrants who were asked the question said that it was very important or important to learn or improve their French.

As regards English in Quebec, 96% of immigrants said in the first wave that it was important or very important to learn or improve that language. In the second and third waves, respectively 95% and 88% of them stated that it was important or very important to learn English.

Among immigrants who had to answer this question in the three waves, 75% said consistently in all three waves that it was important or very important to learn or improve their French. As to English, 84% of immigrants consistently said that it was important or very important to learn or improve their English.

Among immigrants whose spoken, written and reading levels in both English and French were not at their maximum in a given wave in Quebec, a very large proportion said that learning or improving their knowledge of both the OLs was important or very important (with 86%, 87% and 82% respectively in the different waves). In other words, Quebec immigrants were very likely to say that learning both official languages was important or very important for them.

2.7 Language training

Some 45% of immigrants said they had taken language training in English since coming to Canada; 10% had done so in French.

In Quebec, 42% of immigrants had taken language training in French since their arrival, while 37% had done so in English. Sixteen percent of Quebec immigrants had taken language training in both official languages.

We tried to see whether immigrants who had taken language training in a given language were more likely to have made progress[3] in that language between Waves 1 and 3, compared to those who had not done so.

To make this comparison, we wanted to take account of the fact that some immigrants do not seek to improve their abilities in either of the official languages, while others cannot improve their abilities (on a scale of 1 to 5) since they are already at the maximum

2 *In the first and second waves, the question was not asked to immigrants whose mother tongue and language spoken most often at home in the first or second wave was English (or French), or to immigrants who said that their level of speaking, reading and writing English (or French) was very good. In the third wave, this question was not asked to immigrants whose mother tongue and language spoken most often at home was English (or French) in one of the three waves. The criterion was thus less restrictive in the third wave than in waves 1 and 2.*

3 *Here, progress means that the self-reported level of the language in Wave 3 was higher than in Wave 1.*

level in the first wave. Thus, to produce these results, two groups of immigrants were set aside. First to be excluded were immigrants whose level in the language was already at its maximum in the first wave (and who thus spoke very well), since those persons had mathematically no chance of being classified among the cases who had improved in the third wave. Next to be excluded were immigrants who could not speak the language **at all** in the third wave (that is, after having lived in Canada for four years), on the assumption that most of them were not necessarily trying to learn or improve that language. To better understand the reasoning behind these exclusions, it should be kept in mind that immigrants who spoke the language very well six months after their arrival were less inclined to take language training, as were those who had no desire to learn the language. Since both these groups were much less inclined to take language training, they falsely increase the impression that one cannot improve unless one takes language training.

The results for English show that the rate of improvement of the language is the same (55%) for immigrants who took language training as for those who did not. For French, the improvement rate for Canada as a whole is 74% for immigrants who took language training in that language, compared to 54% for those who did not. In Quebec, the improvement rate for immigrants who took language training in French is substantially the same (76%) as for those who did not (79%).

When the figures were examined more closely, it was found that among immigrants who made progress in English, those who had taken language training were more likely to have moved up more than one level (34%) than those who had not taken language training (26%). This difference is even more pronounced for French in Quebec: among immigrants who made progress in that language, 57% of those who had taken language training moved up more than one level, compared to 35% of those who had not taken language training.

From these results, it emerges that language training in English (in Canada) and language training in French (in Quebec), while enabling a large number of immigrants to improve their skills, are not the only way to improve one's ability to speak the language. The mere fact of living in a region where a given language is spoken is conducive to improving one's knowledge of that language. However, language training appears to be beneficial, since it enables a larger proportion of immigrants to make greater progress, compared to those who have not taken it.

For tables containing all these results for Canada and the provinces, see appendix D.

2.8 Benefits of language training

After four years in Canada, immigrants who had taken language training were asked whether it had been "very useful", "useful", "not very useful" or "not useful at all".[4] For English, 38% of immigrants stated that language training had been very useful to them, 47% considered it useful, 10% not very useful, 2% not useful at all and 3% said that it was too soon to answer, since the training had just begun.

In Quebec, 55% of immigrants who had taken language training in French stated that it had been very useful, while 35% considered it useful. For English, 41% of Quebec immigrants who had taken language training in that language felt that the training had been very useful, while another 42% found it useful.

The survey also sought to find out how language training had been useful to them in their daily life. Immigrants could give more than one answer to this question. Eight immigrants in 10 stated that language training in English had helped them in their daily communication. Nearly half (48%) said that such training had helped them to adjust to life in Canada. Making new friends (39%) and looking for or finding work (37%) were also reported by a large number of immigrants as being aspects that benefited from language training in English.

Very few immigrants stated that language training in English had helped them to gain recognition of their work experience (5%) or their credentials (4%).

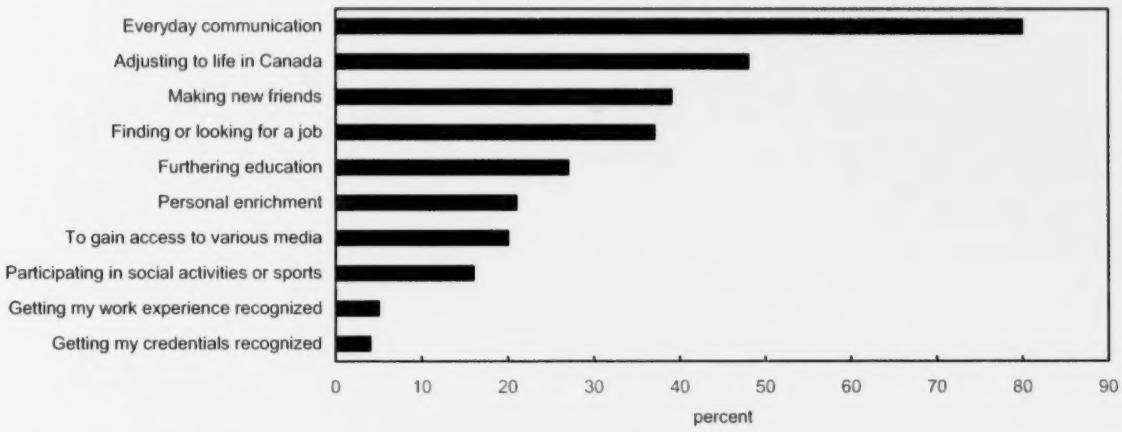
In Quebec, language training taken in English and in French was considered useful for reasons similar to those given for Canada as a whole; the four aspects most often cited were exactly the same.

When comparing language training in English and French, there are few differences in the aspects reported as having helped immigrants. However, adjusting to life in Canada was reported more often

4 *Because of an error in the logic of the electronic questionnaire in Wave 2, some 700 immigrants who had taken language training in English since the first wave interview were not asked the question on the benefits of language training. For French, this problem affected some 150 respondents.*

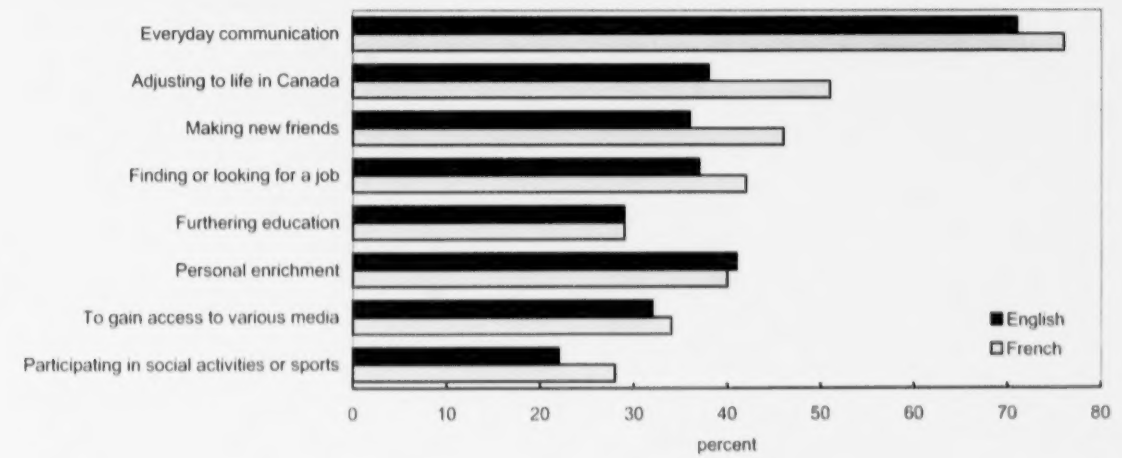
by immigrants who took language training in French (51%) than those who took such training in English (38%). Similarly, making new friends was reported more often by immigrants who took language training in French (46%) than by those who took it in English (36%).

Chart 2.5
Proportion of immigrants reporting different ways in which language training in English had been useful to them, Canada



Source(s): Statistics Canada, Longitudinal Survey of Immigrants to Canada, 2005

Chart 2.6
Proportion of immigrants reporting different ways in which language training in English and French had been useful to them, Quebec



Source(s): Statistics Canada, Longitudinal Survey of Immigrants to Canada, 2005

2.9 Means used to improve language skills

Language training is one way, but not the only way, to improve one's language skills. Immigrants whose level in speaking, writing and reading was not already at its maximum at the time of the interview were asked what means they had used, other than language training, to improve their skills.

Eighty-two per cent of immigrants, who answered this question in at least one of the three waves, stated that they had improved their English owing to the different media (radio, movies, TV, newspapers, etc.). Ranking second were everyday interactions, mentioned by 63% of immigrants. A little over half of the immigrants (51%) said they had improved their English at work. Ranking third and fourth were self-study of English (46%) and learning from family and friends (45%). Lastly, 31% of immigrants stated that they had improved their English at school, while 17% improved it by taking other types of classes (other than language training).

The results are similar for Quebec. The means used by the greatest number of immigrants for improving their skills is using the media, with 84% of immigrants mentioning this means for English and 82% for French. Everyday interactions, friends and families, as well as school were mentioned more often as means of improving French (60%, 52% and 33% respectively) than means of improving English (44%, 31% and 23% respectively).

Section 3

Labour market

The LSIC collects information on all jobs held by new immigrants since their arrival in Canada. However, this study focuses more specifically on the job that immigrants held at the time of each interview.[1] When an immigrant held more than one job at the time of the interview, only data on the main job[2] were used.

Important note on employment rates in the LSIC

The LSIC provides a good measure of employment rates because the start and end dates of each job spell were collected. However, it is not possible to obtain unemployment and labour force participation rates. Because respondents were not asked if they were looking for a job during every jobless spell, the LSIC does not differentiate between unemployment and out of the labour force status. For this reason, only employment rates are examined.

Usually, an employment rate refers to a specific period in time, e.g., an employment rate for a given month. In the case of the LSIC, the reference period used does not fall within the same calendar period for all respondents. For example, the Wave 1 employment rate corresponds to the number of immigrants who held a job six months after their arrival in Canada. More specifically, for immigrants who came to Canada between October 2000 and September 2001, the employment rate is an average rate covering the months of April 2001 to March 2002.

1 *Since the link between knowledge of OLs and type of job held is examined further on, and since information regarding OLs is known only at the time of each interview, only the jobs held at those times will be examined.*

2 *Where an immigrant held more than one job at the time of the interview, the main job was defined as being the one at which he/she was working the most hours per week. If more than one job had the same number of hours worked, the one held the longest was chosen. If more than one job had been held for the same length of time, the one reported first was considered the main job.*

3 *To avoid changes of age group over time, throughout this report the age group used is that of the respondent at the time of the first wave interview.*

4 *According to Statistics Canada, Labour Force Survey.*

3.1 Employment rate by age group[3]

The percentage of immigrants employed grew substantially over time. The employment rate of immigrants aged 25 to 44 (the prime working-age group) went from 51% six months after arrival to 65% two years after arrival, reaching 75% four years after arrival. The employment rate of immigrants in Wave 3 thus approaches the national rate for Canadians in the same age group calculated for the equivalent period,[4] namely 81.8%.

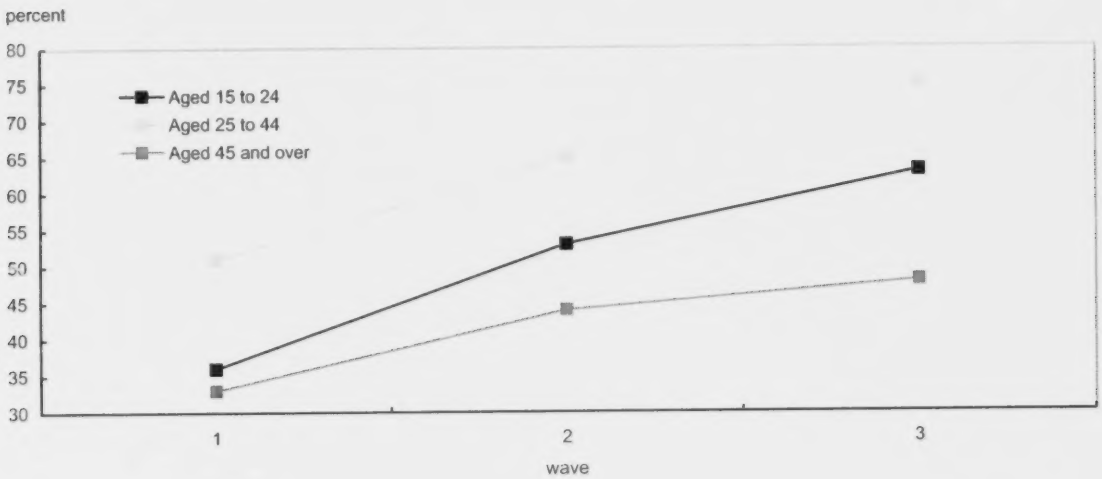
The employment rate of immigrants aged 45 and over is much lower at each wave than that of immigrants in the prime working-age group, while that of immigrants aged 15 to 24 is between the two, as may be seen in chart 3.1. The chart for each province are provided in appendix E.

When immigrants' employment status at the time of each interview is examined,[5] it emerges that just over one-third of immigrants were employed at all three points in time. Slightly more than one-quarter (27%) of immigrants were employed at two of the three times, while approximately one-fifth (18%) were employed at only one time in the three. Table 3.1 shows more specifically the waves in which immigrants were working. In general, where immigrants were working in a given wave, they tended also to be working in subsequent waves.

Among immigrants aged 25 to 44, 39% were employed at all three times, while 29% were employed at two times out of three, and 17% were employed at only one time out of three.

5 *Jobs held by immigrants between interviews are not taken into account here.*

Chart 3.1
Employment rates of immigrants at each wave, by age group, Canada



Source(s): Statistics Canada, Longitudinal Survey of Immigrants to Canada, 2005.

Table 3.1
Number and proportion of immigrants by their employment status at each wave, Canada

	Number of immigrants	Percentage
Were not employed at the three waves	34,000	22
Employed only at one wave out of three		
Employed at wave 1 only	4,300	3
Employed at wave 2 only	5,800	4
Employed at wave 3 only	18,000	11
Employed at 2 out of 3 waves		
Employed at waves 1 and 2	5,900	4
Employed at waves 1 and 3	8,300	5
Employed at waves 2 and 3	28,200	18
Employed at all 3 waves	53,200	34
Total	**157,600**	**100**

Note(s): Due to rounding, numbers and percentages may not add up to the total.
Source(s): Statistics Canada, Longitudinal Survey of Immigrants to Canada, 2005.

3.2 Job changes

Immigrants who come to Canada are sometimes in a hurry to find a first job in order to meet their needs and those of their family, but they will not necessarily stay at this job throughout their first four years in Canada. Indeed, two-thirds of immigrants who had worked since their arrival had held two or more jobs, while 34% had held three or more jobs since their arrival in Canada. Sixteen percent of immigrants did not report working since their arrival.

Four years after coming to Canada, immigrants who had held at least one job had worked an average of 146 weeks, or over two-thirds of the period. The average number of weeks worked by immigrants aged 15 to 24 was 123, while the average number of weeks worked by those aged 25 to 44 and those aged 45 and over were similar, at 152 and 147 weeks respectively.

3.3 Time it took to obtain first job

Chart 3.2 gives an idea of the time that it took (in number of weeks) to obtain the first job for immigrants in the prime working-age group of 25 to 44 years, by immigration category.

The number of weeks that it took to obtain a first job by immigrants aged 25 to 44 differs by immigration category. A large proportion of principal applicants in the skilled worker category found a first job quickly, and by the time four years had passed, more than 96% had found their first job.

Family class immigrants also found a first job fairly quickly, but 15% did not work during their first four years.

Starting at approximately the twentieth week, two categories—spouses and dependents of skilled workers and other economic immigrants (Other)—exhibit fairly similar patterns with respect to the number of weeks taken to obtain a first job. For both these immigration categories, the proportion of immigrants who had not worked at any time since their arrival is similar to that of immigrants in the family reunification category.

Refugees obtained a first job less quickly, but starting at approximately the twentieth week, they saw their employment rate rise steadily over time, reaching 78% after four years in Canada.

Results by province are provided in appendix F.

3.4 Employment rate of 25-to-44-year-olds and OLs

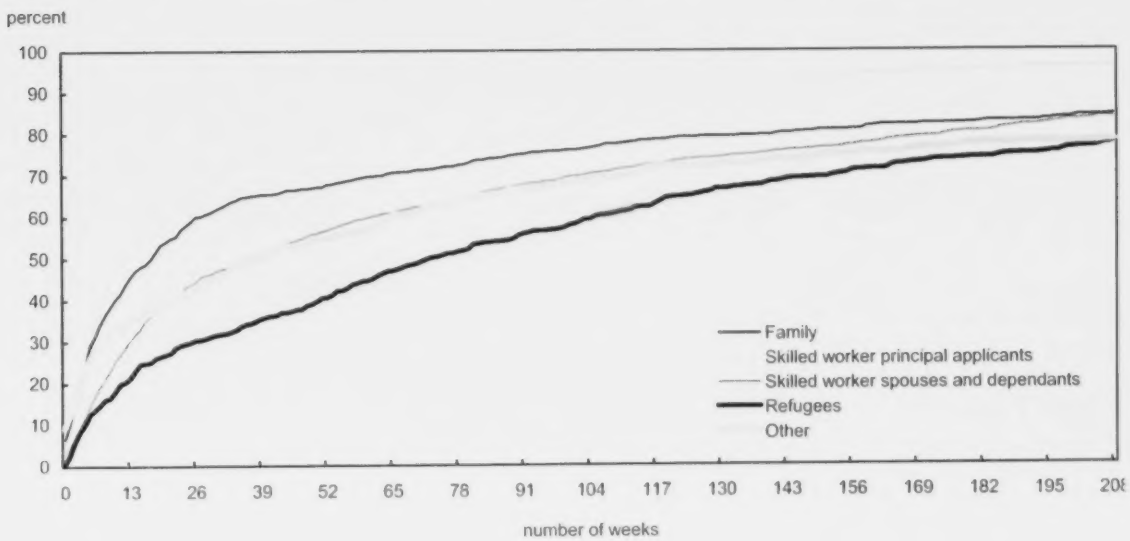
A knowledge of the OLs can be expected to be an asset in looking for a job. Setting aside the employment rates of immigrants aged 25 to 44 who do not speak English at all and immigrants who speak it poorly, which are not significantly different (levels 1 and 2), we observe that the employment rate increases with the self-reported level of proficiency in spoken English, for each of the three waves (see chart 3.3).

In Quebec, the employment rate increases with the level of spoken English. However, this effect appears to diminish over time, since in Wave 3, the employment rates of the five levels of spoken English are not significantly different from one another.

The results for French in Quebec are less consistent. The employment rate of immigrants who speak French fairly well (level 3) is lower than that of all other levels. However at Wave 3, if French level 3 is excluded, the appearance of the curves for English and French is similar, although the difference between levels 4 and 5 is larger for French than for English.

Even so, at all waves, immigrants who speak French very well have a higher employment rate than immigrants who speak it less well (see charts 3.4 and 3.5).

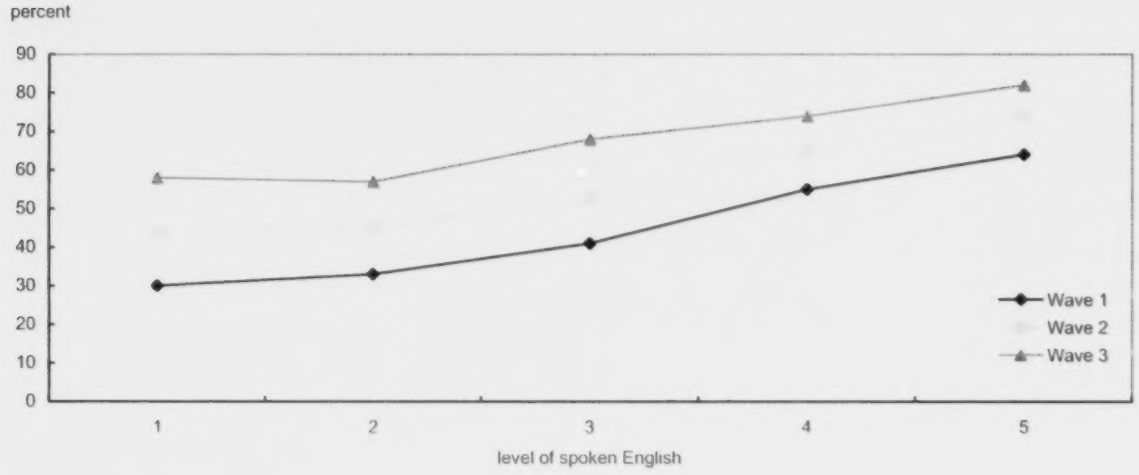
Chart 3.2
Number of weeks to access first job for immigrants aged 25 to 44, by immigration category, Canada



Source(s): Source: Statistics Canada, Longitudinal Survey of Immigrants to Canada, 2005.

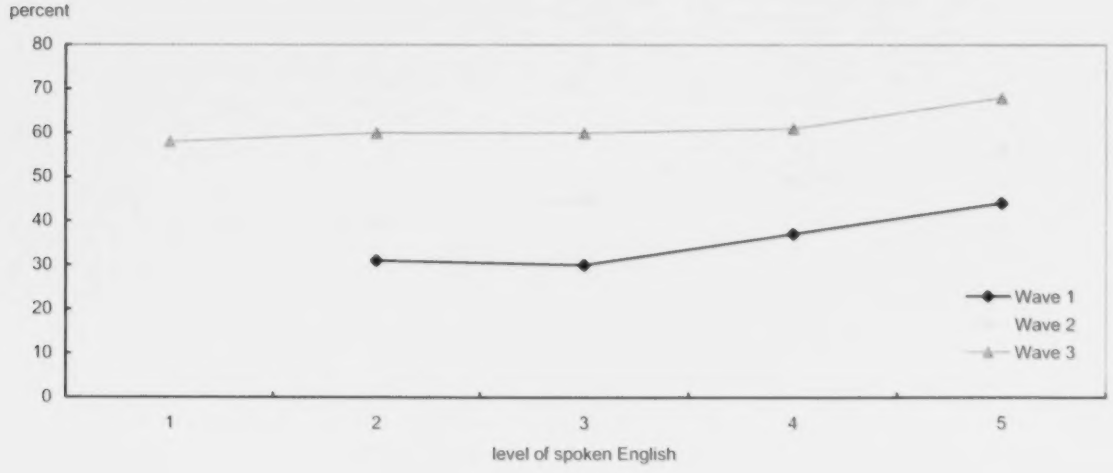
It should be kept in mind that these charts do not take into account other variables that may affect employment rates. The next section examines the effect of knowledge of official languages on whether one has an appropriate job, using regression models. These models control simultaneously for the effect of several important characteristics, such as immigration category, sex, age group, etc.

Chart 3.3
Employment rate of immigrants aged 25 to 44 by level of spoken English, Canada



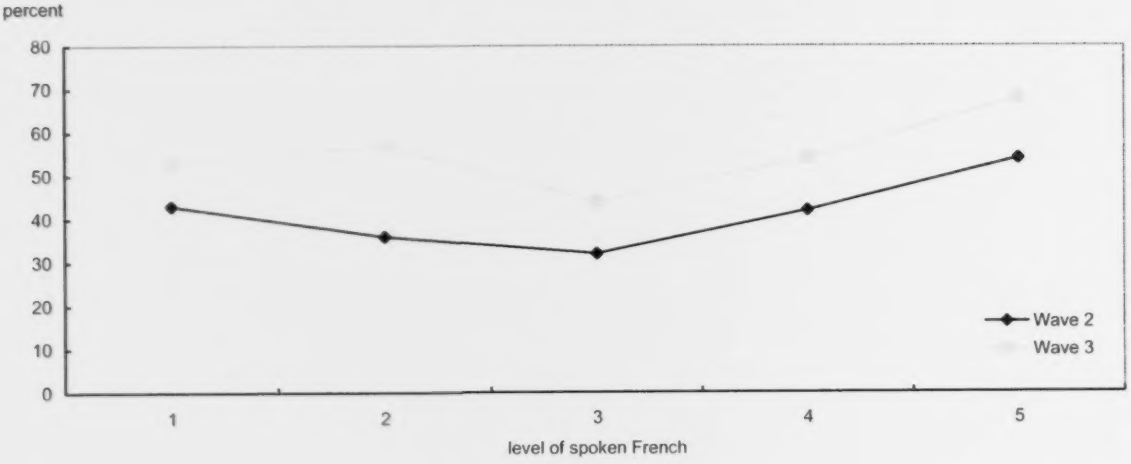
Source(s): Statistics Canada, Longitudinal Survey of Immigrants to Canada, 2005.

Chart 3.4
Employment rate of immigrants aged 25 to 44 by level of spoken English, Quebec



Note(s): The estimate for employment rate for level of spoken English 1 at wave 1 is too unreliable to be published.
Source(s): Statistics Canada, Longitudinal Survey of Immigrants to Canada, 2005.

Chart 3.5
Employment rate of immigrants aged 25 to 44 by level of spoken French, Quebec



Note(s): Employment rate estimates by level of spoken French at wave 1 are too unreliable to be published.
Source(s): Statistics Canada, Longitudinal Survey of Immigrants to Canada, 2005.

Section 4

Knowledge of OLs and type of job held

Knowledge of official languages is known to affect various aspects of the integration of immigrants. Here the focus is primarily on the link between knowledge of OLs and having a job considered "appropriate."

4.1 Link between knowledge of OLs and type of job held

4.1.1 Level of spoken French or English in Quebec and appropriate job

Since their arrival in Canada four years earlier, the worst difficulty cited by the largest number of immigrants was finding an appropriate job, reported by 46% of immigrants. But what is an appropriate job? How should it be defined? What are the criteria, and more importantly, who is in a position to judge that a job is appropriate? For example, a job considered appropriate by one immigrant might not be considered appropriate by another immigrant.

A job could be defined as appropriate if there is a high level of satisfaction with it. But satisfaction with a job may depend on many subjective factors such as the number of hours worked (some prefer to work part-time), the work environment, the distance to be travelled and the means of transportation available for getting to work, the degree of financial dependency on this job, etc. We therefore try to define an appropriate job according to objective and comparable characteristics.

For the purposes of this study, the following factors are used as indicators or **characteristics** of an appropriate job:[1]

- whether or not the job is a high-skill job
- whether or not the job is in the field intended by the immigrant
- whether or not the job is in the same field as the job held before immigrating
- whether or not the job is related to the immigrant's field of training or education (not available for Wave 1)
- the hourly wage associated with the job

Since we are examining job-related characteristics here, estimates for these characteristics are produced retaining only those immigrants who were working at the time of each interview and who answered questions shedding light on job characteristics.

Table 4.1 gives the number and percentage of employed immigrants for each job characteristic, for each of the three waves. Both the number and percentage are given, since the percentages are based on the number of employed immigrants and this number differs from one wave to the next. For the hourly wage, the table shows the number of employed immigrants who reported their wage and number of hours, as well as average wage for that group. Provincial estimates are provided in appendix G.

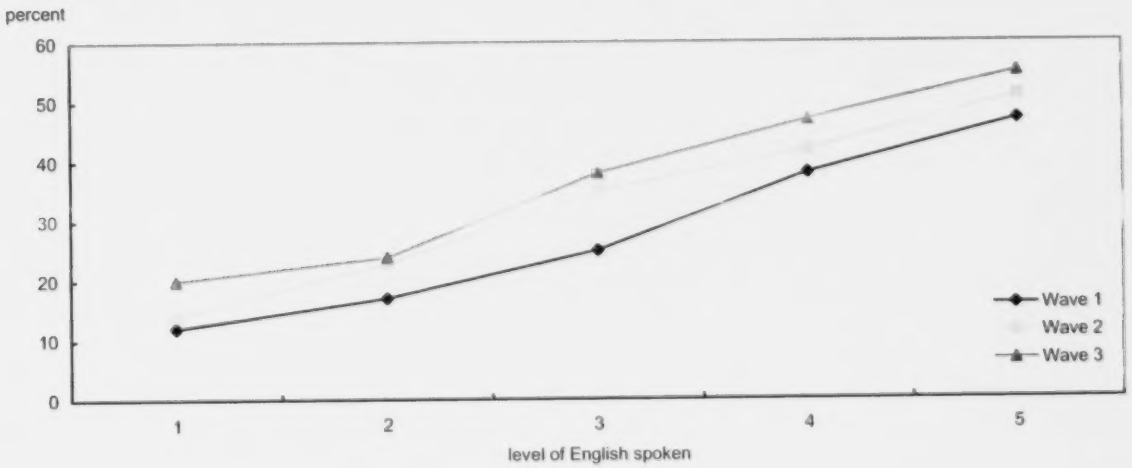
1 *A more precise definition of each characteristic is given in Section 4.2.3.*

Table 4.1
Number and proportion of employed immigrants by job characteristic in each wave, Canada

	High-skill job		Job in the intended field		Similar job as before immigrating		Job related to training or education		Average hourly wage	
	number	percent	number	percent	number	percent	number	percent	number	dollars
Wave 1	26,100	37	22,500	47	23,700	38	..	..	66,400	13.18
Wave 2	40,000	43	28,200	48	30,500	39	43,700	47	80,900	14.82
Wave 3	50,600	47	32,800	37	35,400	29	56,100	52	93,000	17.13

Note(s): Units with missing values were excluded from the computation of these percentages. The information required to determine if a job is related to training or studies was not available at Wave 1.
Source(s): Statistics Canada, Longitudinal Survey of Immigrants to Canada, 2005.

Chart 4.1
Proportion of immigrants with a high-skill job, by level of spoken English at each wave, Canada

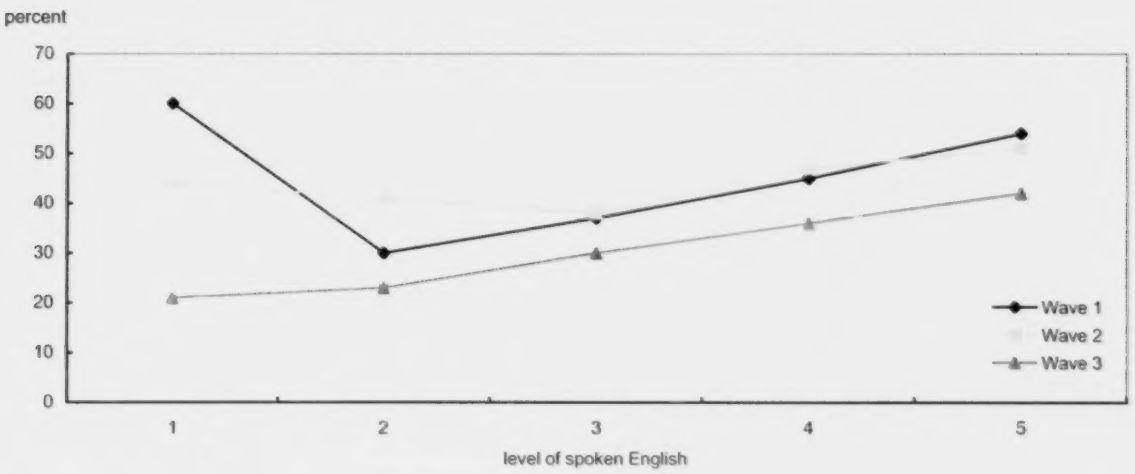


Note(s): Estimates corresponding to level of spoken English 1 for all three waves must be used with caution.
Source(s): Statistics Canada, Longitudinal Survey of Immigrants to Canada, 2005.

4.1.2 Level of spoken English in Canada and appropriate job

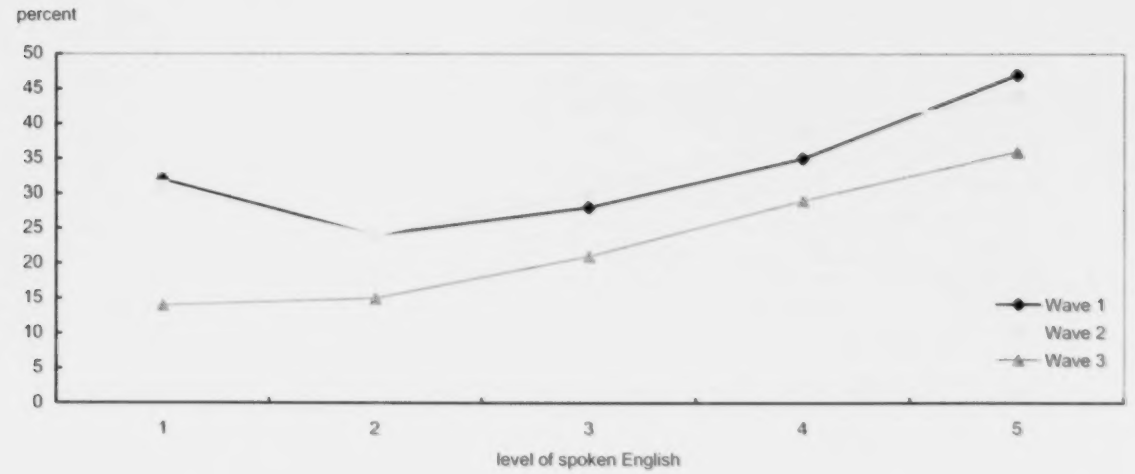
As noted above, the employment rate rises with the level of spoken English. We now want to assess whether the level of spoken English and French seems to have an impact on the type of job held by employed immigrants. By concentrating on employed immigrants only, we leave aside those who are not working, whether by choice or otherwise. We want to see whether immigrants who speak the OLs better are more likely to have a high-skill job, a job in the intended field, a job similar to the one held before immigrating, a job related to education or training, and a relatively higher hourly wage.

Chart 4.2
Proportion of immigrants with a job in the intended field, by level of spoken English at each wave, Canada



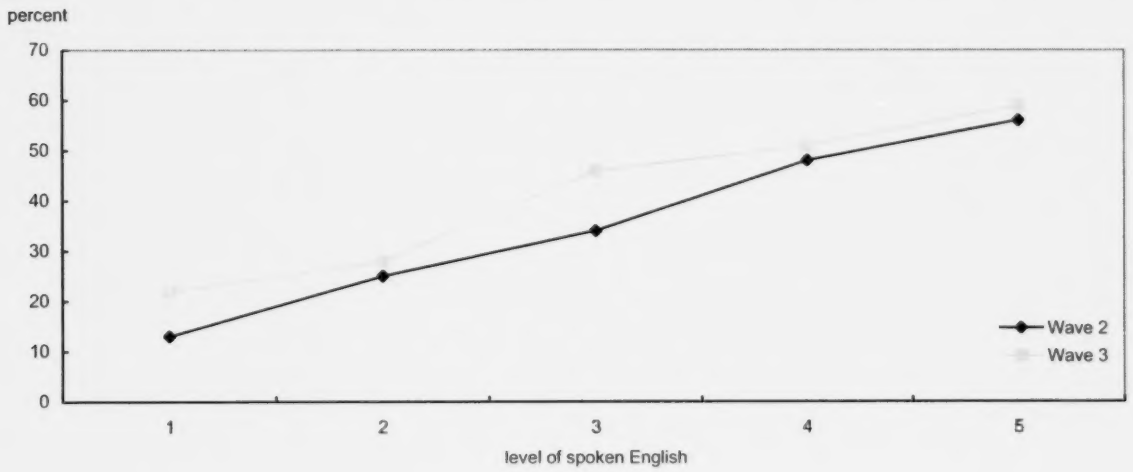
Note(s): Estimates corresponding to level of spoken English 1 for waves 2 and 3 must be used with caution.
Source(s): Statistics Canada, Longitudinal Survey of Immigrants to Canada, 2005.

Chart 4.3
Proportion of immigrants with a job similar to the one before immigrating, by level of spoken English at each wave, Canada



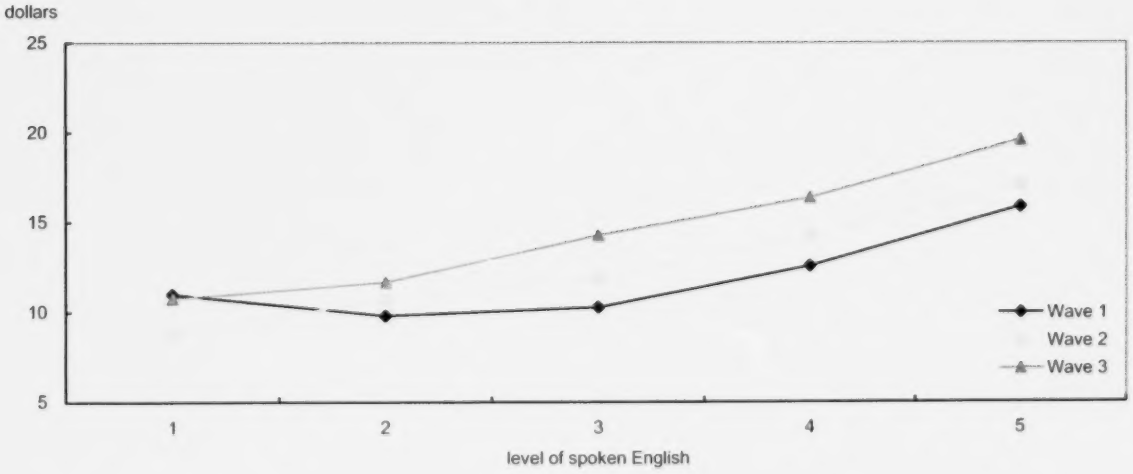
Note(s): The estimate corresponding to level of spoken English 1 at wave 3 must be used with caution.
Source(s): Statistics Canada, Longitudinal Survey of Immigrants to Canada, 2005.

Chart 4.4
Proportion of immigrants with a job related to training or education, by level of spoken English at each wave, Canada



Note(s): The information needed to determine whether the job was related to training or education was not available at wave 1. Estimates corresponding to level of spoken English 1 must be used with caution.
Source(s): Statistics Canada, Longitudinal Survey of Immigrants to Canada, 2005.

Chart 4.5
Average hourly wage of working immigrants, by level of spoken English at each wave, Canada



Note(s): The estimate for hourly rate of immigrants corresponding to level of spoken English 1 for wave 1 must be used with caution.
Source(s): Statistics Canada, Longitudinal Survey of Immigrants to Canada, 2005.

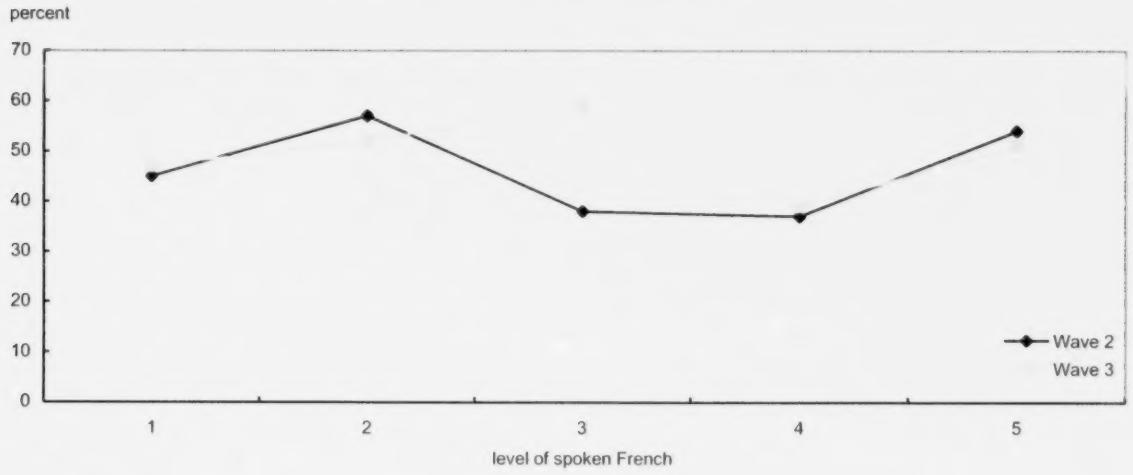
As may be seen, there appears to be a fairly strong relationship between the type of job held by immigrants and their level of spoken English.

However, there are several interesting points to note with respect to having a job in the intended field or a job similar to the one held before immigrating in Waves 1 and 2. Immigrants who do not speak English at all are more likely to work in the intended field than immigrants who speak just a little English. This phenomenon, which is very pronounced in Wave 1, appears to diminish slightly in Wave 2 and then disappear in Wave 3. It appears that the jobs envisaged by immigrants who did not speak English in Wave 1 mainly tended to be in fields where the use of that language was less important. Seventy-two percent of the jobs of immigrants working in their intended field in Wave 1 but not speaking English at all were low-skill jobs, many of which were jobs not generally requiring specific language skills. For example, there were jobs as cook's helpers, farm workers, sewing machine operators and baby sitters. In the case of immigrants who in Wave 1 held a job similar to the one they had before immigrating but did not speak English at all, the job of 78% of them was low-skill.

4.1.3 Level of spoken French or English in Quebec and appropriate job

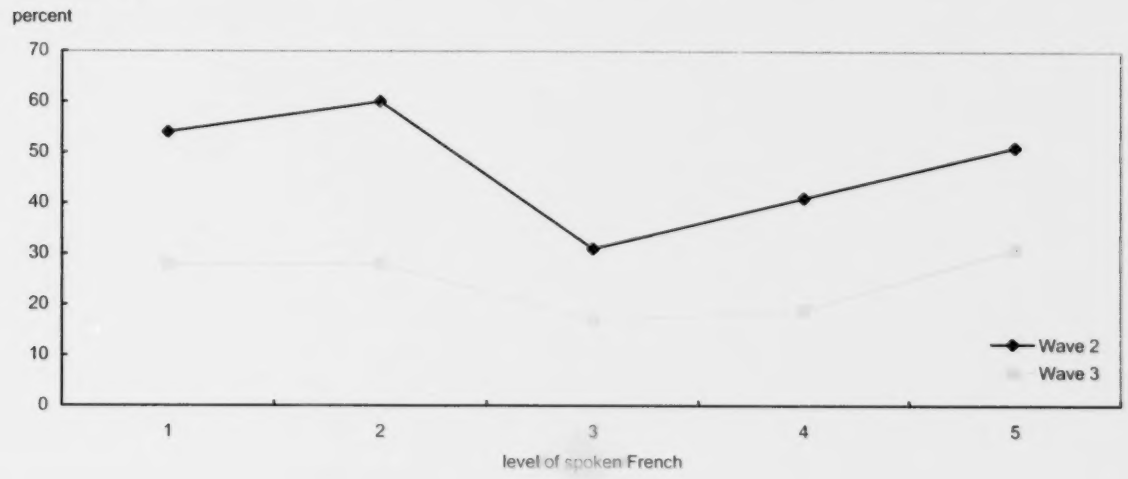
The relationship between knowledge of OLs in Quebec and the type of job held is not as clear as the one observed in Canada as a whole. Charts 4.6 to 4.10 are based on the self-reported level of spoken French, while charts 4.11 to 4.15 show the results based on the self-reported level of spoken English in Quebec.

Chart 4.6
Proportion of immigrants with a high-skill job, by level of spoken French at each wave, Quebec



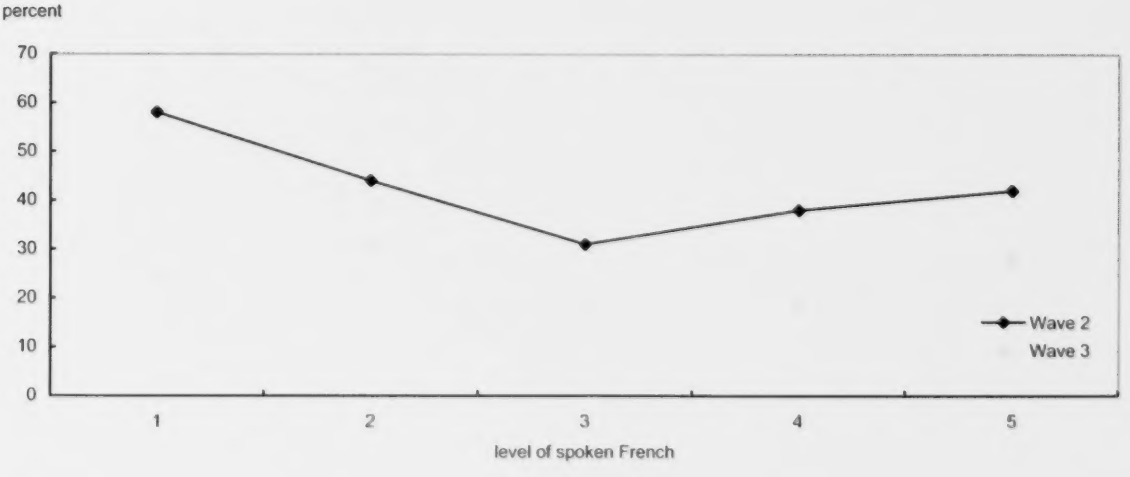
Note(s): Estimates for wave 1 are too unreliable to be published. Estimates corresponding to levels 3 and 4 at wave 2, as well as the one for level 1 at wave 3 should be used with caution.
Source(s): Statistics Canada, Longitudinal Survey of Immigrants to Canada, 2005.

Chart 4.7
Proportion of immigrants with a job in the intended field, by level of spoken French at each wave, Quebec



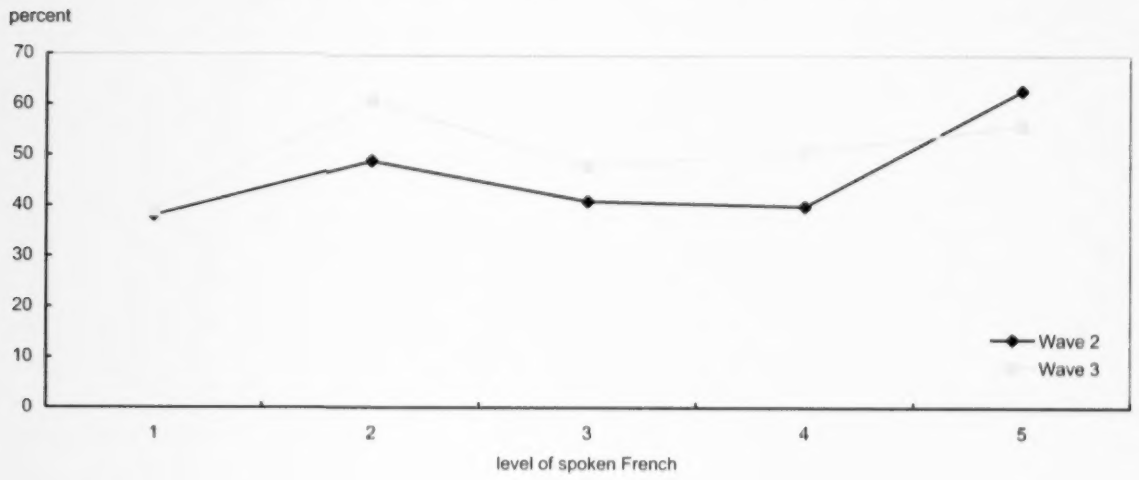
Note(s): Estimates for wave 1 are too unreliable to be published. All estimates for waves 2 and 3 should be used with caution.
Source(s): Statistics Canada, Longitudinal Survey of Immigrants to Canada, 2005.

Chart 4.8
Proportion of immigrants with a job similar to the one before immigrating, by level of spoken French at each wave, Quebec



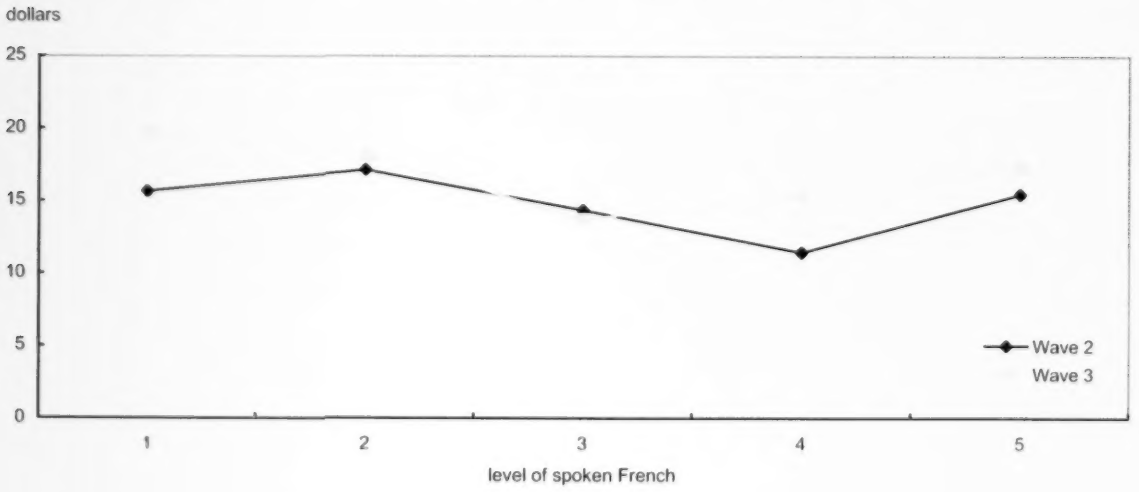
Note(s): Estimates for wave 1 are too unreliable to be published. All estimates for waves 2 and 3 should be used with caution.
Source(s): Statistics Canada, Longitudinal Survey of Immigrants to Canada, 2005.

Chart 4.9
Proportion of immigrants with a job related to training or education, by level of spoken French at each wave, Quebec



Note(s): The information needed to determine whether the job was related to training or education was not available at wave 1. All estimates for wave 2, as well as estimates corresponding to levels of spoken French 1 and 3 at wave 3, should be used with caution.
Source(s): Statistics Canada, Longitudinal Survey of Immigrants to Canada, 2005.

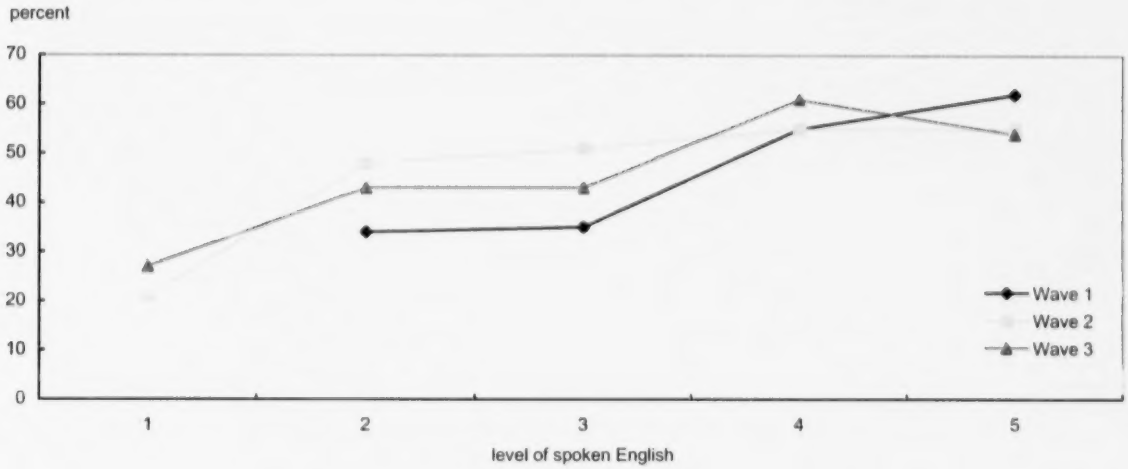
Chart 4.10
Average hourly wage of working immigrants, by level of spoken French at each wave, Quebec



Note(s): Estimates for wave 1 are too unreliable to be published. The estimates corresponding to level of spoken French 3 at wave 2, and level 1 at wave 3, should be used with caution.
Source(s): Statistics Canada, Longitudinal Survey of Immigrants to Canada, 2005.

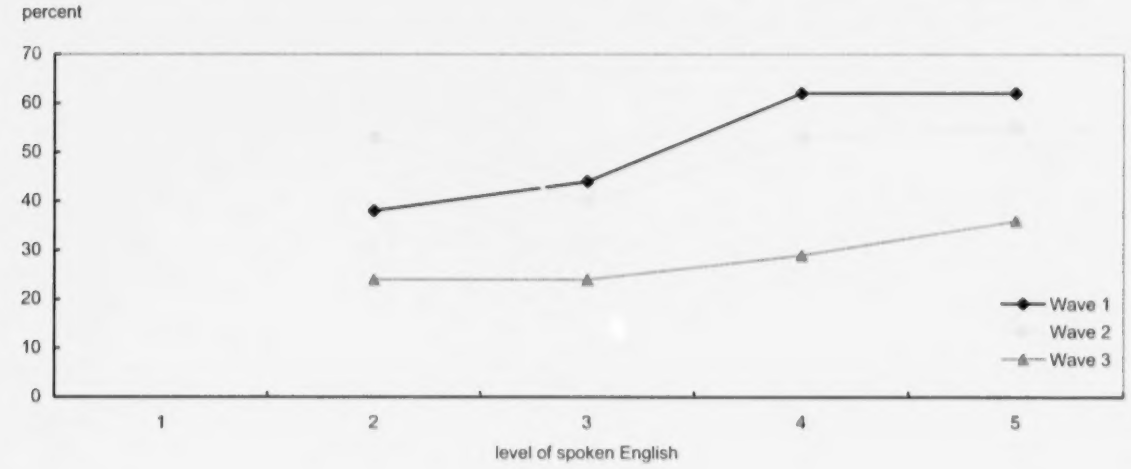
The relationship between the level of spoken French and each job characteristic is not very linear; it sometimes seems to seesaw. Also, there is often a drop in the proportion of the characteristic studied for French levels 3 and 4, that is, for immigrants speaking the language fairly well or well (but not very well). Also, the proportions observed for immigrants speaking French very well are seldom higher than the proportions of immigrants who do not speak that language at all. Lastly, in Wave 3, the curves tend to be flatter than in the previous waves, indicating that the effect of French tends to disappear over time.

Chart 4.11
Proportion of immigrants with a high-skill job, by level of spoken English at each wave, Quebec



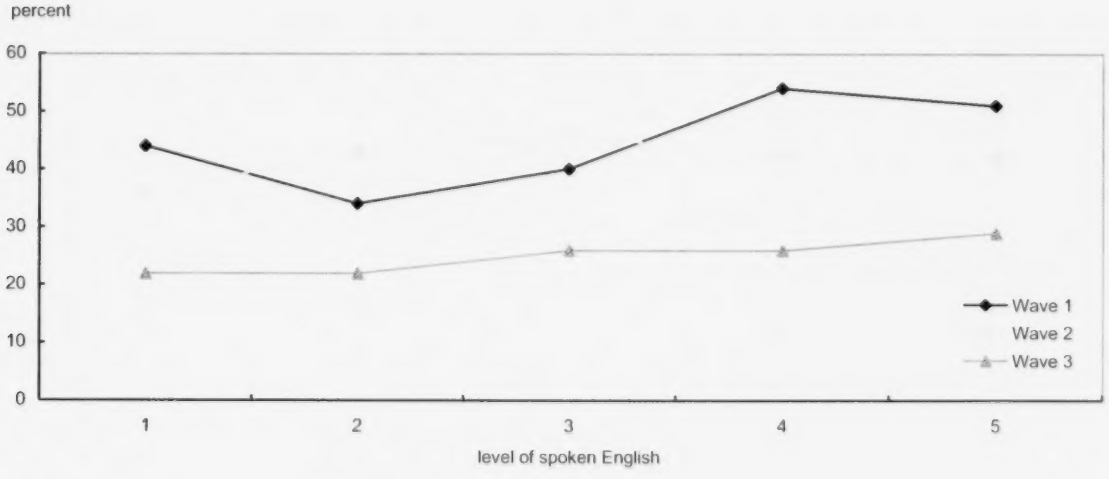
Note(s): The estimate for level of spoken English 1 at wave 1 is too unreliable to be published. Estimates for level of spoken English 1 at waves 2 and 3 should be used with caution.
Source(s): Statistics Canada, Longitudinal Survey of Immigrants to Canada, 2005.

Chart 4.12
Proportion of immigrants with a job in the intended field, by level of spoken English at each wave, Quebec



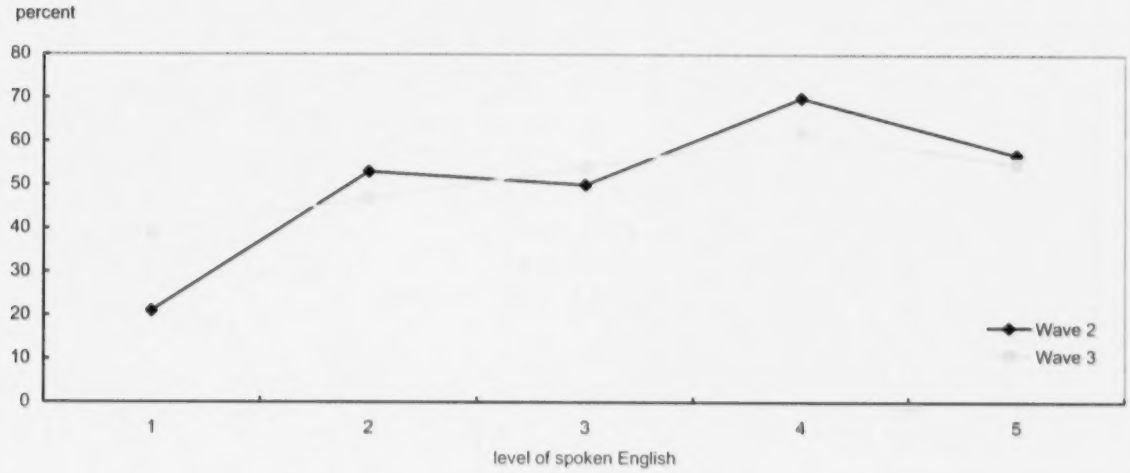
Note(s): Estimates for level of spoken English 1 are too unreliable to be published. Estimates for level of spoken English 2 should be used with caution.
Source(s): Statistics Canada, Longitudinal Survey of Immigrants to Canada, 2005.

Chart 4.13
Proportion of immigrants with a job similar to the one before immigrating, by level of spoken English at each wave, Quebec



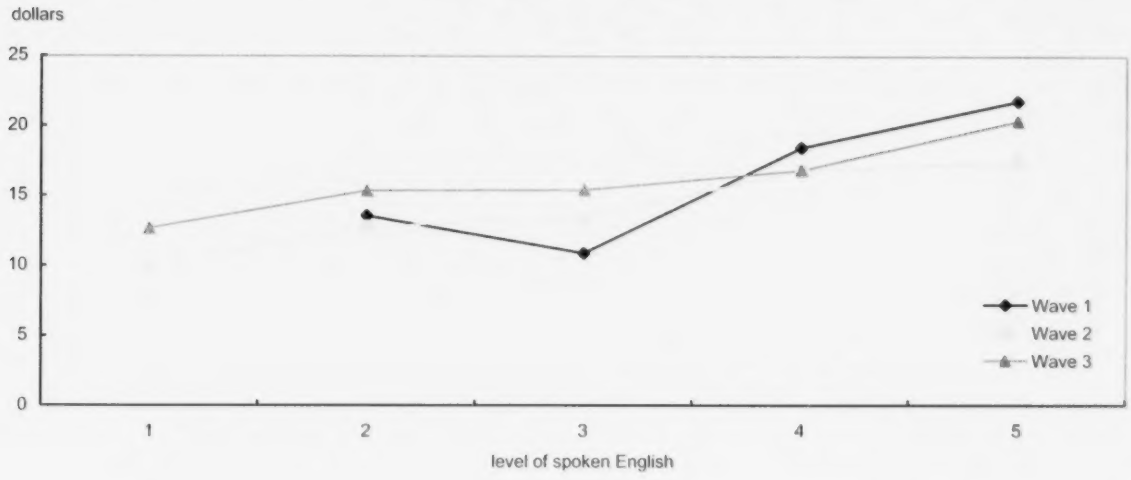
Note(s): Estimates for levels of spoken English 1 and 2 should be used with caution.
Source(s): Statistics Canada, Longitudinal Survey of Immigrants to Canada, 2005.

Chart 4.14
Proportion of immigrants with a job related to training or education, by level of spoken English at each wave, Quebec



Note(s): The information needed to determine whether the job was related to training or education was not available at wave 1. Estimates for level of spoken English 1 should be used with caution.
Source(s): Statistics Canada, Longitudinal Survey of Immigrants to Canada, 2005.

Chart 4.15
Average hourly wage of working immigrants, by level of spoken English at each wave, Quebec



Note(s): The estimate for level of spoken English 1 at wave 1 is too unreliable to be published. Estimates corresponding to levels of spoken English 2 and 5 at wave 1 should be used with caution.
Source(s): Statistics Canada, Longitudinal Survey of Immigrants to Canada, 2005.

The results for English, for their part, appear to show a generally positive relationship between the skill level and each job characteristic, although this relationship is not always entirely consistent and the curves appear to flatten over time.

4.2 Modeling the probability of having an appropriate job according to knowledge of OLs

Now comes the analytical portion of this study. As was seen in the previous section, there appears to be an important link between the level of spoken English and the five characteristics used to designate an appropriate job. However, this link could be due to factors that were not taken into account. Thus, using logistic or linear regression models, we will try to determine whether knowledge of official languages truly affected the chances of having an appropriate job. An appropriate job will be defined in turn as a high-skill job, a job in the intended field, a job similar to the one held before immigrating and a job related to the field of study, and the natural logarithm of the hourly wage for the job will be evaluated. A more precise definition of each characteristic is given further on.

4.2.1 Population targeted by this analysis

Since the self-reported level of spoken English and French is known at only three fixed points in time (six months, two years and four years after arrival), this analysis examines the relationship between the level of knowledge of the language and the main job held at those times. It therefore focuses solely on immigrants who had a job at the time of each interview.[2] In the first wave, there was a sample of 3,284 immigrants representing some 71,700 immigrants in the population; in the second wave, the sample size was 4,480 immigrants representing approximately 93,100 immigrants in the population; in the third wave, the sample consisted of 5,215 immigrants representing approximately 107,700 immigrants in the population.

The analysis was conducted using the file for Wave 3 of the LSIC. That file contains all the information from Waves 1, 2 and 3 as well as the weights corresponding to the population of Wave 3, consisting of new immigrants who are still in Canada after four years.

4.2.2 Methods of analysis

Logistic regression models were used to model the probability of having a high-skill job, a job in the intended field, a job similar to the one held before immigrating, and a job related to education or training. On the other hand, linear regression models were used to model the natural logarithm of hourly earnings, since that variable is continuous. All these models were weighted using Wave 3 bootstrap weights[3] to take into account the sampling design in the statistical tests and the calculations of variance for the estimators.

Each wave was studied separately and hence cross-sectionally. Thus, we were able to observe a snapshot of the situation of the same cohort of immigrants six months, two years and four years after their arrival in Canada. However, it should be kept in mind that it was not necessarily the same immigrants who had a job at these three points in time, although they all belonged to the same cohort.

We also attempted to verify longitudinally whether there is a significant relationship between improving one's OL skills over time and having an appropriate job four years after arrival. However, because of sample size constraints and the small rate of change observed during the period, it was not possible to obtain reliable results. For more details on this subject, see "Data quality, concepts and methodology — Constraints encountered in the longitudinal analysis" section.

4.2.3 Dependent variables

We used five dependent variables, representing the five characteristics of jobs considered appropriate. The definitions of these job characteristics are given below.[4]

The first dichotomous dependent variable is intended to classify each job according to whether or not it is in a high-skill occupation. In the LSIC, occupations were coded using the Standard Occupational Classification 1991 (SOC).[5] Using these codes

2 *The employment rate of immigrants aged 15 and over was 45% in Wave 1, 59% in Wave 2 and 68% in Wave 3.*

3 *For more information on bootstrap weights, see Chapter 15 of the Microdata User Guide for Wave 3 of the LSIC, available at the following address: http://www.statcan.ca/english/sdds/document/4422_D1_T1_V3_E.pdf*

4 *A precise description of the LSIC variables used is given in "Data quality, concepts and methodology — Data quality" section. Data quality indicators are also given there.*

5 *A description of Statistics Canada's Standard Occupational Classification is available at http://www.statcan.ca/english/Subjects/Standard/soc/1991/soc91-index.htm*

and a concordance table, it was possible to derive an approximation of the skill level of each occupation reported in the LSIC. For purposes of this study, occupations with a skill level between 1 and 3 were considered high-skill, while those with levels 4 to 6 were considered low-skill. Skill level 1 corresponds to occupations that generally required a university education, while levels 2 and 3 correspond to occupations that require a college education or apprenticeship training.

High-skill job: **HIGHSKILL** = 1; 0 otherwise

The second dependent variable examined in this study indicates whether the immigrant is working in the intended field. During the first wave interview, each immigrant was asked whether he/she intended to work and if so, in what field. That field was coded using the SOC and was matched to the main field of employment to verify whether the two were the same. This matching was done at the first classification level, corresponding to the major occupational categories (that is, the first letter of the code).[6]

Job in intended field: **INTENDED**[7] = 1; 0 otherwise

The third dichotomous dependent variable indicates whether the immigrant works in a field similar to the one in which he/she worked before immigrating (without regard to skill level).[8] In the first wave interview, immigrants were each asked whether they had worked before leaving their country and if so, in what occupation. Those occupations were then coded using the SOC and were matched by major occupational category (i.e., by the first letter of the code) to the main job held in Canada.

Job similar to before immigrating: **ASBEFORE**[9]= 1; 0 otherwise

The fourth dichotomous dependent variable indicates whether the respondent works in a field related to his/her training or field of study. This information is drawn from a direct question that respondents were asked in the second and third wave interviews. That question was not asked in the first wave.

Job related to training or education: **RELTOEDUC** = 1; 0 otherwise

The fifth and final dependent variable used for this study is the natural logarithm[10] of the immigrant's hourly earnings from employment. Hourly earnings are obtained by dividing the weekly wage by the average number of hours worked per week.

Natural logarithm of hourly wage: LOG_AHE[11]

4.2.4 Independent variables

We sought to control the results for a number of factors. Thus, the effect of the ability to speak official languages on job characteristics may be analysed while taking into account the impact of these factors. The following control variables were used in this study:

- Sex[12] (male; reference category = female)
- Age groups (15 to 24, 25 to 44; reference category = 45 or over)
- Immigration category (family reunification, skilled worker principal applicants, skilled worker spouses and dependents, other; reference category = refugees)
- Highest level of education attained outside Canada (high school, postsecondary level, university level; reference category = less than high school)
- World area of birth (Central or South America, Europe, Africa, Asia and Middle East, Oceania; reference category = United States)

Two other variables that may have an impact on the type of job obtained by immigrants were also used in the models:

6 *The definition used here of a job in the intended field is the same as was used in previous LSIC publications. A major limitation of this definition is that it does not take account of the skill level of jobs. Thus, an immigrant who intended to work as a physician but was working as a nurse would be considered as working in the intended field according to this definition, since the two jobs are in the health sector.*

7 *The number of missing values for this variable is high, ranging from 1,170 in Wave 1 to 2,052 in Wave 3. Records with missing values were excluded from modeling.*

8 *This variable does not seek to measure whether there was an "improvement" in the type of job held in Canada compared to the job held before immigrating. It seeks only to identify whether or not immigrants are working in the same major occupational category. The limitation described in the previous note applies here too.*

9 *The number of missing values for this variable is relatively high, ranging from 500 in Wave 1 to 977 in Wave 3. Records with missing values were excluded from modeling.*

10 *The natural logarithm is often used to model earnings, and it serves to make the earnings distribution closer to a normal distribution.*

11 *Excluded from modeling are 257 records with missing values for this variable in Wave 1, 576 in Wave 2 and 714 in Wave 3.*

12 *Also, men were modeled separately from women. These results were produced for the national level only, since the sample was too small for this to be done at the provincial level. The effect of language was the same for men and women, with two exceptions. First, unlike for men, English had no significant effect on the chances of having a job in the intended field for women. Second, French had no significant effect on the chances of having a high-skill job for men in Wave 2, unlike for women.*

- job held before immigrating was high-skill (yes; reference category = no or had no job before immigrating)
- visible minority indicator (yes; reference category = no)

As to knowledge of official languages, as noted above, variables relating to the ability to speak in English or French were used rather than those relating to the ability to read or write in those two languages. These variables were used in two different ways (in different models).

First, two **continuous** variables[13] were used in the models to represent the spoken level for each language. This way of modeling and the results obtained are described in Section 4.3. The variables used are defined as follows:

- Ability to speak English[14] (1=does not speak, 2=poorly, 3=fairly well, 4=well, 5=very well)
- Ability to speak French[15] (1=does not speak, 2=poorly, 3=fairly well, 4=well, 5=very well)

Second, **dichotomous** variables were used to indicate belonging (or not belonging) to each level for each language. In this way, differences could be discerned between a given language level and the other levels. Dependent variables were modeled by selecting in turn each language level as the reference level in order to determine the significance level of the effect of each language level in relation to the others. Therefore, five dichotomous variables were created for each language, although only four were used in the models each time (with the fifth being the reference level). An analysis of these models and the results are given in Section 4.4. The following dichotomous variables were created:

- English_1 (=1 if does not speak English; 0 otherwise)
- English_2 (=1 if speaks English poorly; 0 otherwise)
- English_3 (=1 if speaks English fairly well; 0 otherwise)
- English_4 (=1 if speaks English well; 0 otherwise)
- English_5 (=1 if speaks English very well; 0 otherwise)
- French_1 (=1 if does not speak French; 0 otherwise)
- French_2 (=1 if speaks French poorly; 0 otherwise)
- French_3 (=1 if speaks French fairly well; 0 otherwise)
- French_4 (=1 if speaks French well; 0 otherwise)
- French_5 (=1 if speaks French very well; 0 otherwise)

4.3 Modeling with continuous language variables

In all, the results of 14 models were examined at the Canada level, that is, one model per dependent variable per wave (as noted above, the information for modeling the probability of having a job related to training or education was not available in Wave 1). These 14 models were also studied for Quebec, Ontario and British Columbia.

The results for Canada and the provinces are described below. Here we are examining the trend of the effect of the ability to speak each language. That is, we are attempting to evaluate whether there is a trend, positive or negative, between the spoken level of each language and the probability of having an appropriate job.

The following table summarizes the results. Only the coefficients of the variables on proficiency in English and French are given here. A positive coefficient indicates a positive trend; that is, it indicates that the higher the level of the language, the greater the chances of having this type of job or the higher the hourly wage. A negative coefficient indicates a negative trend; that is, the higher the level of the language, the lesser the chances of having this type of job or the lower the hourly wage. Since the link

13 *Since the categories of variables on ability to speak the OLs are not necessarily equidistant, we will not attempt to interpret the coefficients obtained. We merely want to determine whether the highest skill levels in each language are related to greater chances of having an appropriate job.*

14 *The question on the ability to speak English was not asked to immigrants whose mother tongue was English and for whom English was also the language spoken most often at home. Therefore a value of 5 (speaks very well) was imputed to the ability to speak English for approximately 600 immigrants.*

15 *The question on the ability to speak French was not asked to immigrants whose mother tongue was French and for whom French was also the language spoken most often at home. Therefore a value of 5 (speaks very well) was imputed to the ability to speak French for approximately 200 immigrants.*

between the spoken level and the job characteristics is not necessarily linear (especially for French), we are merely seeking here to obtain a general idea of the results for each dependent variable, for each of the two OLs. The coefficients of the other variables are available in appendix H.

Table 4.2
Beta coefficients from modeling job characteristics by ability to speak English and French (continuous variables), Canada and provinces

	Canada	Quebec	Ontario	British Columbia
High-skill job				
English				
Wave1	0.32 **	0.29 *	0.30 **	0.09
Wave 2	0.22 **	0.02	0.22 **	0.26 **
Wave 3	0.26 **	0.06	0.28 **	0.26 **
French				
Wave 1	0.15 **	0	0.21 **	0.21
Wave 2	0.06	-0.01	0.06	0.07
Wave 3	0.03	-0.1	0.07	0.15
Job in the intended field				
English				
Wave 1	0.26 **	0.24	0.27 **	-0.11
Wave 2	0.16 **	0.05	0.19 **	0.15
Wave 3	0.12 **	0.05	0.11	0.11
French				
Wave 1	0.05	0.07	-0.07	0.22
Wave 2	0.01	-0.07	-0.05	0.12
Wave 3	-0.05	-0.17	-0.08	0.3
Similar job as before immigrating				
English				
Wave 1	0.31 **	0.09	0.31 **	0.33 *
Wave 2	0.20 **	-0.12	0.30 **	0.16
Wave 3	0.21 **	-0.07	0.31 **	0.24 *
French				
Wave 1	0.09 *	0.18	0.03	0.22
Wave 2	0.03	-0.2	0	0.15
Wave 3	0.02	-0.21	-0.02	0.22
Job related to training or education				
English				
Wave 1				
Wave 2	0.34 **	0.29 **	0.36 **	0.27 **
Wave 3	0.23 **	0.02	0.32 **	0.09
French				
Wave 1				
Wave 2	0.13 **	-0.02	0.13 *	0.16
Wave 3	-0.01	0	0.05	0.04
Natural logarithm of hourly wage				
English				
Wave 1	0.08 **	0.08 **	0.06 **	0.07 **
Wave 2	0.08 **	0.05 **	0.07 **	0.06 **
Wave 3	0.09 **	0.05 **	0.10 **	0.09 **
French				
Wave 1	0	-0.04	0.03	0.01
Wave 2	-0.01	-0.04	0.01	-0.01
Wave 3	0	-0.03	0.02	0.03

* beta coefficient is significant at the 5% level
** beta coefficient is significant at the 1% level
Note(s): The information required to determine if a job is related to training or studies was not available at Wave 1
Source(s): Statistics Canada, Longitudinal Survey of Immigrants to Canada, 2005

4.3.1 Interpretation of results (continuous language variables)

Summary of trends in Canada

- Ability to speak English

  Generally, the higher immigrants' self reported level of spoken English, the more likely they are to have a high-skill job, a job in the intended field, a job similar to the one held before immigrating, a job related to training or education, and finally, a higher wage compared to immigrants whose level of spoken English is lower. This is true six months, two years and four years after immigrants' arrival in Canada.

- Ability to speak French

  Generally, the higher immigrants' self-reported level of spoken French, the more likely they are to have a high-skill job, a job similar to the one held before immigrating and a job related to training or education compared to immigrants whose level of spoken French is lower. However, this effect does not endure over time, since two years after arrival, there is no longer a significant effect of French on the chances of obtaining a job similar to the one held before immigrating, and four years after arrival, there is no longer a significant effect of French on the probability of having a high-skill job and a job related to training or education.

Summary of trends in Quebec

It is important to note that the sample size for immigrants who had a job in one of the three waves in Quebec is relatively low, ranging from 354 to 673 depending on the model and the wave examined.

- Ability to speak English

  Six months after arrival, the higher the level of spoken English of immigrants in Quebec, the more likely they are to have a high-skill job. But this effect is no longer significant two years or four years after arrival. Similarly, the higher the level of spoken English of immigrants to Quebec, the more likely they are to have a job related to training or education two years after their arrival, but this effect is no longer significant four years after arrival. Lastly, the higher the level of spoken English of immigrants to Quebec, the higher their wage compared to those whose level of spoken English is lower, and this effect persists over time.

- Ability to speak French

  The level of French spoken by immigrants has no significant effect on their chances of having an appropriate job.

Summary of trends in Ontario

- Ability to speak English

  The results for Ontario are almost identical to those obtained for Canada as a whole: immigrants whose spoken level in English is higher are more likely to have a high-skill job, a job in the intended field, a job similar to the one held before immigrating and a job related to training or education, and they have a higher hourly wage than immigrants with a lower level of English. However, the effect of English on the chances of obtaining a job in the intended field is no longer significant in Ontario four years after immigrants' arrival.

- Ability to speak French

  The higher the level of French spoken by immigrants in Ontario, the more likely they are to have a high-skill job six months after their arrival. However, this effect subsequently disappears.

Summary of trends in British Columbia

- Ability to speak English

  Immigrants in British Columbia with a high level of English two years and four years after their arrival were more likely to have a high-skill job. However, this effect was not significant six months after arrival. By the same token, six months after arrival, the level of spoken English is found to have a significant effect on the chances of having a job similar to the one held before immigrating, but this effect subsequently disappears. Immigrants with a higher level of spoken English were more likely to have a job related to training or education two years after their arrival than those with a lower level, but this effect was not significant four years after arrival. Lastly, immigrants with a higher level of spoken English had a higher hourly wage than those with a lower level of English, in all three waves.

- Ability to speak French

  The level of French spoken by immigrants in British Columbia had no significant effect on their chances of having an appropriate job.

4.4 Modeling with dichotomous language variables

As noted above, job characteristics were also modeled using **dichotomous variables** for belonging (or not belonging) to the different levels of spoken English and French. This approach serves to bring out difference between a given language level and the other levels.

4.4.1 Interpretation of results (dichotomous language variables)

Table 4.3 shows a sample result as regards the effect of the level of spoken English on the probability of obtaining a high-skill job in Wave 1 in Canada. All the other results, both at the national and the provincial level, are provided in appendix I. Because of the quantity of results, it would be impossible to describe them all here. What is provided here is an explanation of how to interpret the tables, followed by a summary of the trends for Canada. Readers are invited to view the appendix to obtain detailed results that interest them.

As may be seen in column 1 of table 4.3, only the effect of level 5 is significantly different from level 1 as to the probability of having an appropriate job in Wave 1. In other words, immigrants who spoke English very well (level 5) six months after their arrival were likely to have an appropriate job, compared to immigrants who did not speak it at all (level 1). However, the chances of having an appropriate job six months after arrival for immigrants with other levels of spoken English (levels 2, 3 and 4) were not significantly different from those of immigrants who do not speak the language (level 1).

Moreover, the second and third columns of table 4.3 show that compared to English levels 2 and 3, levels 4 and 5 have a significant effect. Lastly, level 5 has a significant effect when compared to level 4 on the chances of having an appropriate job in Wave 1.

Detailed results for Canada as a whole were analysed, and below is a summary of the trends observed for English and French.

Table 4.3
Beta coefficients obtained from modelling the probability of working at a high-skill job, Canada

Wave 1 [1]	Reference level used for English				
	doesn't speak (1)	speaks poorly (2)	speaks fairly well (3)	speaks well (4)	speaks very well (5)
Level of spoken **English**					
doesn't speak (1)		0.09	-0.08	-0.45	-0.81 *
speaks poorly (2)	-0.09		-0.17	-0.54 **	-0.90 **
speaks fairly well (3)	0.08	0.17		-0.37 **	-0.73 **
speaks well (4)	0.45	0.54 **	0.37 **		-0.36 **
speaks very well (5)	0.81 *	0.90 **	0.73 **	0.36 **	

* beta coefficient is significant at the 5% level
** beta coefficient is significant at the 1% level
1 Wave 1 based on a sample size of 3,263 immigrants
Source(s): Statistics Canada, Longitudinal Survey of Immigrants to Canada, 2005

Summary of trends in Canada

- Ability to speak English

  What emerges from the results obtained from the models using dichotomous variables for English in Canada is that the effect often varies from one language level to another. Also, the results are mainly significant for the highest two levels of English (that is, for immigrants who speak English well or very well), and are seldom significant for the lower levels. These findings for English are observed for almost all models and almost all waves. Thus, immigrants who speak English well or very well are more likely to have an appropriate job six months, two years and four years after arrival than are immigrants speaking the language less well.

- Ability to speak French

  Before we describe the trends observed for French in Canada, a word of caution is in order. First, few immigrants speak French in Canada. Next, the overall employment rate of immigrants six months after their arrival was only 45%. This means that the results for some levels of French are based on very small sample sizes. For example, the sample contains only 74 respondents who had a job in Wave 1 and reported speaking French well (level 4). Therefore the results for French must be interpreted with caution, since some observed effects may be due to variability resulting from the small sample size.

  Nevertheless, what may be drawn from the various results for French in Canada is that unlike for English, no clear and consistent relationship is observed between the spoken level and job characteristics. In some cases, immigrants whose level of French is higher (especially for levels 3 and 4, but also sometimes for level 5 in French) are less likely to have certain types of jobs than those whose level in French is lower.

  It must be said that even in Quebec, this type of result is obtained for French. Should we be surprised about this? Were we expecting that immigrants with a better level of spoken French in Quebec would be more likely to have an appropriate job?

  It is well-known that the vast majority (87%) of immigrants in Quebec live in Montreal. But French is not the only language of work in Montreal. In the LSIC, immigrants who had a job at the time of each interview were asked which language they spoke with their fellow-workers, bosses, customers, suppliers, etc. While this information does not represent the language **required** in order to perform the work, it nevertheless gives a general idea of the languages that are used at work by immigrants. In Wave 1, 26% of employed immigrants in Quebec spoke only French at work, compared to 19% who spoke only English, while 37% spoke English and French (although it is impossible to know which of the two languages was spoken more often). The other immigrants (18%) spoke a non-official language, with or without English or French. In Wave 3, the proportions were little changed: 31% of Quebec immigrants who had a job at the time spoke only French at work, 13% spoke only English, while 37% spoke English and French. The other 19% spoke a non-official language with or without English or French. Thus, few immigrants use exclusively French at work.

  While the results for French raise important questions, they must nevertheless be interpreted with caution for the reasons cited above. There are very few immigrants in the LSIC sample at levels 2, 3 and 4 in French, and these levels are the main places where the language is observed to have negative effects on the chances of having an appropriate job.

4.5 Interaction between French and English in Quebec

The situation in Quebec is exceptional because of the use of both official languages. To better determine the effect of the interaction between the two languages, dichotomous variables were created representing the spoken level for the two languages at once. These variables are shown below; the last one is the reference level.

- F5A5 (=1 if the level of French is 5 and the level of English is 5; 0 otherwise)
- F5A4 (=1 if the level of French is 5 and the level of English is 4; 0 otherwise)

- F5A3 (=1 if the level of French is 5 and the level of English is 3 or less; 0 otherwise)
- F4A5 (=1 if the level of French is 4 and the level of English is 5; 0 otherwise)
- F4A4 (=1 if the level of French is 4 and the level of English is 4; 0 otherwise)
- F4A3 (=1 if the level of French is 4 and the level of English is 3 or less; 0 otherwise)
- F3A5 (=1 if the level of French is 3 or less and the level of English is 5; 0 otherwise)
- F3A4 (=1 if the level of French is 3 or less and the level of English is 4; 0 otherwise)
- F3A3 (reference category indicating that the level of French is 3 or less and the level of English is 3 or less)

The natural logarithm of the hourly earnings of Quebec immigrants was modeled using these new dichotomous variables, and this shed light on how earnings were affected by the ability to speak both OLs well or very well, compared to not speaking either OL. The following table 4.4 shows the beta coefficients obtained.

The results could be summarized by saying that compared to immigrants who did not spoke either of the OLs well, immigrants who spoke French very well also had to speak English very well in order for their earnings to be significantly higher. However, immigrants who spoke English well or very well, even if they did not speak French well, had a significantly higher hourly wage than immigrants who did not speak either OL well. Starting in the second wave, only immigrants who spoke English very well (regardless of how well they spoke French) had higher earnings, and four years after arrival, only those immigrants who spoke English very well and did not speak French well had significantly higher hourly earnings than immigrants who did not speak either OL well.

Table 4.4
Beta coefficients from modeling the natural logarithm of immigrants' hourly wage, by the ability to speak both French and English, Quebec

	Level of spoken English		
	Levels 1 to 3	Level 4	Level 5
Wave 1			
Level of spoken French			
Levels 1 to 3	0	0.39**	0.51**
Level 4	0.02	-0.09	0.02
Level 5	0.06	0.25	0.28**
Wave 2			
Level of spoken French			
Levels 1 to 3	0	0.31	0.31**
Level 4	-0.01	-0.24	0.04
Level 5	0.02	0.06	0.21**
Wave 3			
Level of spoken French			
Levels 1 to 3	0	0.1	0.31**
Level 4	-0.02	0.02	0.16
Level 5	0	0.11	0.17

* beta coefficient is significant at the 5% level.
** beta coefficient is significant at the 1% level.
Note(s): The reference level corresponds to immigrants who do not speak well neither English nor French.
Source(s): Statistics Canada, Longitudinal Survey of Immigrants to Canada, 2005.

Section 5

Conclusion

How important is the knowledge of official languages among new immigrants in the labour market? This study showed that there is a relationship between the level of spoken English and chances of having an appropriate job.

This relationship is significant and could be observed for all job characteristics and all waves studied. However, there may be a question as to whether the effect observed is actually due to the ability to speak English, or whether it is instead due to some other phenomenon which was not taken into account but which might be strongly related to the ability to speak English. In any event, whether the effect of the language is direct or indirect (i.e., due to another, highly correlated phenomenon), the fact remains that immigrants' ability to speak English cannot be dissociated from whether they have an appropriate job. Four years after their arrival, this effect is still significant. If what is operating here is instead a language-related phenomenon (rather than a direct effect of language), there is every indication that the correlation of this phenomenon with language persists over time, since the observed effect is still important four years after arrival. As well, economically speaking, we observe that four years after their arrival in Canada, the employment rate of immigrants in the prime working-age group of 25 to 44 years reached almost that of Canadians in general.

Moreover, many immigrants state that it is important for them to learn or improve their English (or both official languages in Quebec), and their opinion changes very little over time. Not all immigrants who improved their skills in one of the OLs used the same means to do so: some took language training, while others did not. More than half of immigrants who did not already speak English very well six months after their arrival, and who spoke it at least a little four years after their arrival, had improved their level in that language. In Quebec, more than three-fourths of immigrants had improved their French and more than half had improved their English. Among the immigrants who had made progress, those who had taken language training were more likely to have improved their speaking ability by more than one level. Also, immigrants who had taken language training said that this had helped them in daily communication, adjusting to life in Canada, making new friends, looking for work, personal enrichment, and accessing the media. Mastery of official languages is therefore beneficial for them from both an economic and a social standpoint.

The situation in Quebec is exceptional. Nearly 9 immigrants in 10 in Quebec live in Montreal, a city where English is often spoken at work. The study showed that the ability to speak English was related to immigrants' hourly wage. Studying the combined effect of the two OLs on hourly wages in Quebec, it was found that indeed, hourly earnings were higher for immigrants who spoke English well or very well (compared to immigrants who did not speak either of the OLs well), regardless of the level of French. Moreover, immigrants who spoke French very well also had to speak English very well for their earnings to be significantly different from those of immigrants who did not speak either of the OLs well.

5.1 Analytical potential of the LSIC

The data from the third and final wave of the LSIC are now ready. Researchers will be able to access them via Statistics Canada's various research data centres (RDCs) throughout Canada in the coming months. These data have major analytical potential for anyone wishing to get a better grasp of the first years in the settlement process of new immigrants to Canada.

Apart from the topics examined in this report, the LSIC also covers a number of other subjects that are just as useful and relevant: housing, health, education, foreign credentials recognition, the development and use of social networks, values and attitudes, income, and impressions about life in Canada. The LSIC is the

only national data source that can be used to study the situation of the same cohort of immigrants six months, two years and four years after their arrival in Canada. The LSIC also contains information regarding newcomers' immigration category, an important variable for understanding the issues and motivations of immigrants to Canada.

Data source

Longitudinal Survey of Immigrants to Canada

The Longitudinal Survey of Immigrants to Canada (LSIC), conducted jointly by Statistics Canada and Citizenship and Immigration Canada under the Policy Research Initiative, is a comprehensive survey designed to study the process by which new immigrants adapt to or integrate into Canadian society. As part of adapting to life in Canada, many immigrants face challenges such as finding suitable accommodation, learning or becoming more fluent in one or both of Canada's official languages, participating in the labour market or accessing education and training opportunities. The results of the LSIC provide indicators of how immigrants are meeting these challenges and what resources are most helpful to their settlement in Canada. The survey also examines how the socio-economic characteristics of immigrants influence the settlement process.

The topics covered by the survey include language proficiency, housing, education, foreign credentials recognition, employment, health, values and attitudes, the development and use of social networks, income, and impressions about life in Canada. The questions address respondents' situation before coming to Canada and then six months, two years and four years after their arrival.

The information collected in the LSIC is useful to various groups, including the federal and provincial governments, immigrant settlement assistance agencies, non-governmental organizations and researchers. The results of the survey also seem likely to play a major role in the planning and development of programs that will assist future immigrants to settle in Canada.

Target population of the LSIC

The **target population** of the survey includes all immigrants who meet the following criteria:

- arrived in Canada between October 1, 2000 and September 30, 2001;
- were age 15 or older at the time of landing;
- landed from abroad and applied through a Canadian Mission Abroad.

Individuals who applied and landed from within Canada are excluded from the survey, since they may have been in Canada for a considerable length of time before officially "landing" and may therefore demonstrate quite different integration characteristics to those recently arrived in Canada. Refugees claiming asylum from within Canada are also excluded from the scope of the survey. The target population accounts for approximately 169,400 of the 250,000 persons admitted to Canada during this period.

The **population of interest** is those immigrants in the target population who still reside in Canada at the time of a given wave. During the six months between arrival and the time of the first interview, and the period of time between the first and second interviews or between the second and third interviews, some immigrants left Canada to return to their country of origin or to go to another country, and are thus excluded from the population of interest. At Wave 1, this population was estimated at approximately 164,200 immigrants; at Wave 2, at 160,800 immigrants; and at Wave 3, at 157,600 immigrants.

Collection of LSIC data

The first wave data collection was carried out between April 2001 and May 2002, from a sample of approximately 12,000 respondents. The second wave data collection was carried out between December 2002 and December 2003 from 9,300 respondents who had also responded in the first wave of interviews. Data collection in the third and final wave was carried out between November 2004 and December 2005 from approximately 7,700 respondents who had responded in the first two waves.

Overview of Canada's Immigration Policy

Canada's immigration policy has been guided by three broad objectives: to reunite families; to fulfil the country's international obligations and humanitarian tradition with respect to refugees; and to foster a strong, viable economy in all regions of Canada.

These objectives are reflected through the three main classes of immigrants under which people are admitted to Canada each year as permanent residents: family-class immigrants, economic-class immigrants and refugees.

Family-class immigrants include close relatives (spouses, dependent children, parents and grandparents) sponsored by a permanent resident or citizen of Canada who is at least 18 years of age. The sponsored immigrant can be accompanied by his or her spouse and dependent children. The sponsor must commit to provide for the maintenance of the sponsored immigrants.

Members of the economic class include principal applicants admitted as skilled workers, business immigrants and provincial/territorial nominees, as well as their accompanying spouses and dependants. Since 1967, principal applicants applying as skilled workers are selected for suitability for the Canadian labour force based on an assessment of their skills.

The assessment is based on a system that assigns points for age, education, work experience, intended occupation, knowledge of the official languages and adaptability. Additional points may be given if the principal applicant has pre-arranged employment in Canada. Business principal applicants are assessed for relevant experience as a business owner or manager. In the economic class, spouses and dependent children are admitted along with the principal applicants, without being individually skills-tested.

Refugees can be selected from abroad (sponsored by the government or by private groups) or admitted after a determination of their refugee status after arriving in Canada as a refugee claimant. Refugees selected from abroad can be individuals recognized as Convention refugees on the basis of the 1951 Geneva Convention or individuals being re-settled for humanitarian reasons.

A refugee claimant receives Canada's protection only when he or she is found to be a Convention refugee.

Settlement services are offered to help newly arrived permanent residents—particularly refugees— to settle, adapt and integrate into Canadian society. Under the Canadian Constitution, the federal and provincial governments share responsibility for immigration.

Several provinces and territories have formal agreements with the federal government regarding immigration. The Canada–Quebec Accord is the most comprehensive of these agreements to date.

Source: Citizenship and Immigration Canada.

Data quality

The figures appearing in this report are weighted estimates based on data collected from the sample of 7,716 respondents in the third wave of the Longitudinal Survey of Immigrants to Canada (LSIC). For the analytical portion of this report, the analysis of Wave 1 is based on information on 3,284 immigrants who had a job six months after their arrival; the analysis of Waves 2 and 3 is based on information on respectively 4,480 immigrants who had a job two years after their arrival and 5,215 immigrants who had a job four years after their arrival. These three sub-samples are representative of the Wave 3 population of interest (for each of the subgroups of immigrants employed at each wave) owing to the use of Wave 3 longitudinal weights.

Sampling error

Sampling error is the difference between an estimate derived from a sample and the one that would have been obtained from information drawn from each member of the population using the same method of data collection. The size of the sampling error can be estimated from the survey results.

Sampling errors were calculated for all estimates given in this report. Estimated errors in the interval from 16.6% to 33.3% are identified using the symbol "E" next to the estimate and must be interpreted with caution. No estimate with an error exceeding 33.3% was included in this report.

Non-response

Sometimes respondents refuse to answer particular questions, do not know the answer to them or do not have to answer them because the questions do not apply to them. For each independent variable used in the regression models, the number of these missing values was calculated. In general, there are few missing values. However, where this number was felt to be sizable, a footnote was added to inform the reader. All records with missing values for the dependent variable were eliminated from modelling.

Imputation

Some survey questionnaires were only partially completed. This situation was generally not encountered very often, and imputation methods were used to correct it.

- In Wave 1, 28 records had imputed values for employment variables only, 6 for language variables only, and 13 for both employment and language variables (out of a total of 3,284 records).
- In Wave 2, 38 records had imputed values for employment variables only, 10 for language variables only, and 17 for both employment and language variables (out of a total of 4,480 records).
- In Wave 3, 38 records had imputed values for employment variables only, 11 for language variables only, and 18 for both employment and language variables (out of a total of 5,215 records).

For further details about the LSIC sample design, use of weights and non-response adjustments, please refer to the third wave LSIC User's Guide: *http://www.statcan.ca/english/sdds/document/4422_D1_T1_V3_E.pdf*

Constraints encountered in the longitudinal analysis

The cross-sectional analysis revealed that the level of English was related to an increase in the probability of having an appropriate job. In light of this finding, we wanted to determine whether an increase in the level of English between the first and third waves was related to an increase in job quality between these same waves. Since the results for French were not as clear, we confined ourselves here to examining the effect of an improvement in English only.

In any cross-sectional model, the fact that a relationship is observed between two variables does not mean that one variable is the cause and the other the effect. Thus, one cannot say that it is because of the spoken language level in English that immigrants have appropriate jobs, even if there is a significant relationship between these two variables. It might very well be that the relationship is instead due to a phenomenon or a characteristic (we will call it characteristic A) which is strongly related to the independent variable used (namely, language level) but which is not included in the model, often because it is not available in the database. For example, characteristic A might be the respondent's ease of learning, level of motivation, personality or ease in making contacts. It is easy to imagine that these characteristics might be related both to the level of spoken language and to whether or not one has an appropriate job.

To verify that it is not such characteristics that are responsible for the results observed, we used differential models. With this type of model, it is hypothesized that characteristics not measured are fixed effects in time (which is probable in the medium term), and the change over time in the dependent variable is modeled on the change in the independent variables.

Unfortunately, conceptual problems arose when we attempted to use these models with dichotomous dependent variables. The new dependent variable was no longer ordered logically. For example, the differential model treated a change from a low-skill job to a high-skill job as being better than a case where the immigrant had had a high-skill job since Wave 1 and had kept it. Also, a change from a high-skill job to a low-skill job was seen as worse than a case where an immigrant had a low-skill job in Wave 1 and still had it in Wave 3.

We nevertheless attempted to use differential models to model the change in hourly earnings on the basis of changes in the language level, since this was a continuous variable. The first constraint was the reduction of the number of units usable in the differential model, since it was necessary to limit ourselves to immigrants who had a job both in Wave 1 and in Wave 3, and who had reported their weekly earnings and average hours on both those occasions. Next, we encountered a problem with interpreting the results from this type of model. Here we found ourselves comparing immigrants who had shown a change in language level, with as the benchmark category all immigrants whose language level had not changed, and this included the many immigrants who spoke English very well starting in Wave 1. We therefore started over, removing the latter immigrants from the model. But as might be expected, the increase in earnings of immigrants who showed a great improvement in their spoken level of English did not exceed the increase in earnings among immigrants who had not changed level, with more than half of the members of the latter group being immigrants who had spoken the language well from the start (level 4).

We therefore considered dividing immigrants at the outset according to their level of spoken English in Wave 1, and within those groups, comparing the increase in hourly earnings between Wave 1 and Wave 3 for immigrants who improved their language level in relation to those who remained at the same level. Unfortunately, the sample size did not allow such a splitting of the population. Although a fairly large number of immigrants showed an increase in their level of spoken English over time, the number that went from one specific level to another was too small.

In short, using longitudinal analyses, we were unable to determine whether an increase in the level of spoken English had a significant effect on job characteristics because of numerous constraints. First, it is possible that the study period was too short for enough changes to be observed in the language level and the type of job. Improving one's skills in a language takes time and does not necessarily lead to a change of job in the months that follow such an improvement. Also, we know what the spoken language level was at the time of the third wave interview, but we do not know whether this change was recent or not. Thus, since the type of change involved here (improvement of language or change of job) is not instantaneous and does not necessarily lead to other instantaneous changes, and since the study period was only three and a half years and we were working with a small population (that is, immigrants employed in Waves 1 and 3), longitudinal analysis was not necessarily ideal.

Second, as noted above, it is always possible that the language level is not directly related to whether the respondent has an appropriate job. It may be that the relationship is indirect and that the effect observed is instead due to another characteristic of the respondent that is strongly related to the language level (for example, motivation, personality, network of contacts, etc.) but is not measured in the model. Nevertheless, it could be seen from the cross-sectional models that the effect of English is still present in Wave 3, although sometimes it is weaker than in Wave 1 but often comparable to Wave 2. Thus the effect of English, whether direct or indirect, seems to be fairly stable over the last two years spent in Canada. If in fact this effect is indirect, it appears that the correlation with the characteristic not measured is also stable over time, and thus the language level is probably a very good approximation of that characteristic.

Appendix A

Bibliography

ALLISON, Paul D. 1999. Logistic Regression Using the SAS® System: Theory and Application. Cary, NC: SAS Institute Inc.

CHISWICK, Barry R. and Paul W. MILLER. 1990. "Language in the Labour Market: The immigrant experience in Canada and the US." In B. Chiswick, Immigration, Language and Ethnicity: Canada and the United States. American Enterprise Institute, Washington, DC.

CHISWICK, Barry R. and Paul W. MILLER. 1995. "The Endogeneity Between Language and Earnings: International Analyses." Journal of Labor Economics. 13, 2: 246–288.

DUSTMANN, Christian and Francesca FABBRI. 2003. "Language Proficiency and Labour Market Performance of Immigrants in the UK." Economic Journal. 113, July 2003: 695–717.

KUNZ, J. 2003. "Social Capital: A Key Dimension of Immigrant Integration." Canadian Issues. April 2003. Canadian Studies Association, Concord, Ontario.

GRIN, François and François VAILLANCOURT. 1997. « La langue comme capital humain », Options politiques. July-August 1997: 69–72.

LEBEAU, Ronald and Jean RENAUD. 2002. « Nouveaux arrivants de 1989, langue et mobilité professionnelle sur le marché du travail de Montréal: une approche longitudinale ». Cahiers québécois de démographie. 31, 1 : 69–94. Spring 2002.

TAINER, Evelina. 1988. "English Language Proficiency and the Determination of Earnings among Foreign-Born Men.". The Journal of Human Resources. 23, 1: 108–122. Winter 1988.

Appendix B

Socio-demographic characteristics of immigrants still in Canada after four years

Sociodemographic characteristics of immigrants still in the country after four years, Canada and provinces

	Canada	Quebec	Ontario	British Columbia
	number			
All immigrants	**157,600**	**24,500**	**85,600**	**28,400**
	percentage			
Sex				
Male	49	52	49	47
Female	51	48	51	53
Immigration category				
Family	27	20	28	31
Skilled worker principal applicants	35	43	35	28
Skilled worker spouses and dependants	25	24	27	23
Refugees landed from abroad	6	9	5	4
Other immigrants landed from abroad	7	3	5	14
Age group				
15 to 24 years	16	15	16	18
25 to 44 years	66	75	66	58
45 years and over	17	11	18	23
Highest level of education attained outside Canada (wave 3)				
Less than high school	14	11	14	18
High school level	12	9	12	14
Postsecondary level	20	27	17	19
University level	54	53	57	49
World area of birth				
United States	1	x	x	1 E
Central or South America	6	13	6	3
Europe	15	21	14	11
Africa	9	30	5	4
Asia and Middle East	68	35	74	79
Oceania and other regions	1	x	x	2
Visible minority indicator				
Yes, visible minority	80	69	82	84
No, not a visible minority	20	31	18	16

Note(s): Due to rounding, the sum of percentages may not add up to 100.
Source(s): Statistics Canada, Longitudinal Survey of Immigrants to Canada, 2005.

Appendix C

Socio-demographic characteristics of immigrants still in Canada after four years, according to their level of proficiency in spoken English or French

Sociodemographic characteristics of immigrants still in the country after four years, by level of spoken English at wave 1, Canada

	Level of spoken English at wave 1				
	1	2	3	4	5
	number				
All immigrants	**10,300**	**23,600**	**31,600**	**39,400**	**52,700**
	percentage				
Sex					
Male	34	36	48	57	54
Female	66	64	52	43	46
Immigration category					
Family	68	37	26	19	21
Skilled worker principal applicants	3 E	12	29	45	46
Skilled worker spouses and dependants	9	30	28	25	25
Refugees landed from abroad	14	12	8	4	2
Other immigrants landed from abroad	6 E	8	9	6	5
Age group					
15 to 24 years	12	15	20	17	15
25 to 44 years	32	61	68	74	69
45 years and over	56	25	12	9	16
Highest level of education attained outside Canada (wave 3)					
Less than high school	58	20	12	8	8
High school level	18	20	15	9	9
Postsecondary level	13	24	22	18	19
University level	11	36	51	66	64
World area of birth					
United States	x	x	x	x	x
Central or South America	12	5	4	4	8
Europe	8	13	14	18	16
Africa	9	11	11	6	10
Asia and Middle East	70	70	71	71	61
Oceania and other regions	x	x	x	x	x
Visible minority indicator					
Yes, visible minority	89	83	83	80	74
No, not a visible minority	11	17	17	20	26

Note(s): Due to rounding, the sum of percentages may not add up to 100.
Source(s): Statistics Canada, Longitudinal Survey of Immigrants to Canada, 2005.

Sociodemographic characteristics of immigrants still in the country after four years, by level of spoken French at wave 1, Canada

	Level of spoken French at wave 1				
	1	2	3	4	5
	number				
All immigrants	**120,400**	**14,300**	**5,800**	**3,500**	**13,600**
	percentage				
Sex					
Male	49	53	42	48	57
Female	51	47	58	52	43
Immigration category					
Family	30	19	17	13 E	17
Skilled worker principal applicants	32	38	30	45	56
Skilled worker spouses and dependants	25	29	34	31	20
Refugees landed from abroad	6	7	13	x	4
Other immigrants landed from abroad	7	7	6 E	x	3 E
Age group					
15-24 years	17	14	22	14 E	11
25-44 years	64	71	68	78	80
45 years and over	19	15	10 E	8 E	9
Highest level of education attained outside Canada (wave 3)					
Less than high school	15	11	13	13 E	7
High school level	13	9	11 E	7 E	5 E
Postsecondary level	18	21	23	24	28
University level	53	59	53	55	60
World area of birth					
United States	x	x	x	x	x
Central or South America	5	9	16	16 E	11
Europe	11	27	37	46	27
Africa	4	8	9 E	17 E	53
Asia and Middle East	79	53	36	19 E	8
Oceania and other regions	x	x	x	x	x
Visible minority indicator					
Yes, visible minority	86	63	57	46	62
No, not a visible minority	14	37	43	54	38

Note(s): Due to rounding, the sum of percentages may not add up to 100.
Source(s): Statistics Canada, Longitudinal Survey of Immigrants to Canada, 2005.

Appendix D

Proportion of immigrants who reported progress in their level of proficiency in spoken English between Wave 1 and Wave 3

Proportion of immigrants who indicated progress in their level of spoken English or French between wave 1 and wave 3, by province and for Canada

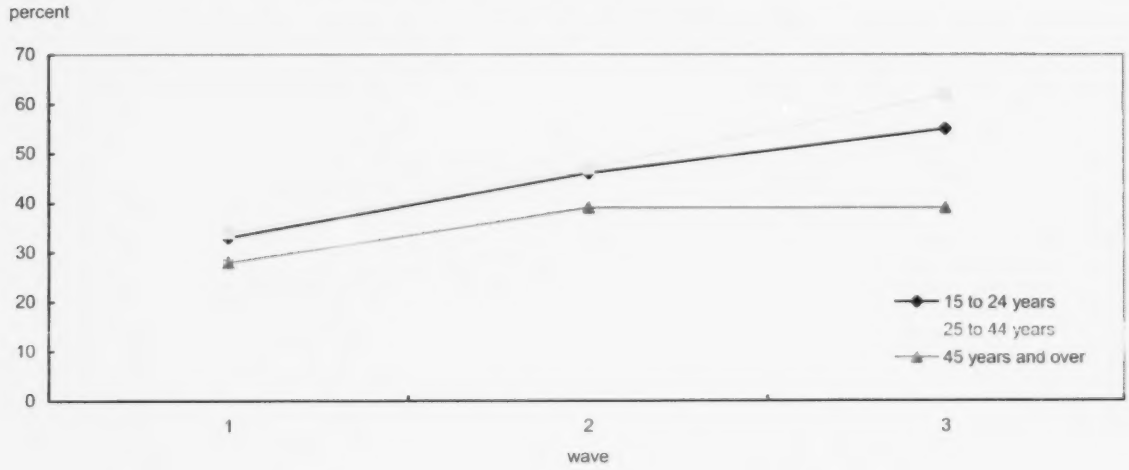
	Proportion of immigrants who made progress			
	Quebec	Ontario	British Columbia	Canada
	percent			
English language training [1]				
Yes	54	53	55	55
No	58	53	49	55
French language training [2]				
Yes	76	67	63 [E]	74
No	79	51	44	54

1 Excludes immigrants whose level of spoken English was very good at wave 1 and those whose level of spoken English was not at all at wave 3
2 Excludes immigrants whose level of spoken French was very good at wave 1 and those whose level of spoken French was not at all at wave 3
Source(s): Statistics Canada, Longitudinal Survey of Immigrants to Canada, 2005

Appendix E

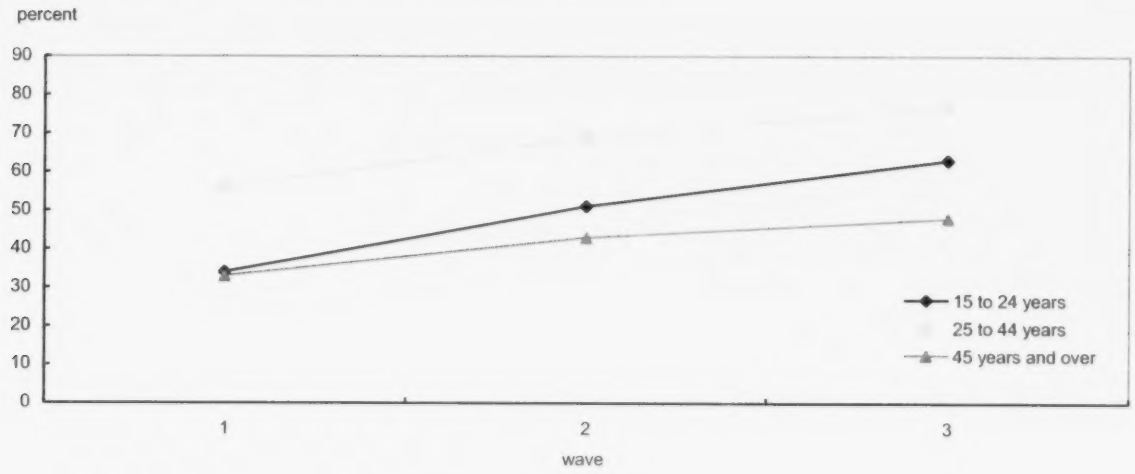
Employment rate at each wave by age group

Chart 1
Employment rate of immigrants at each wave, by age group, Quebec



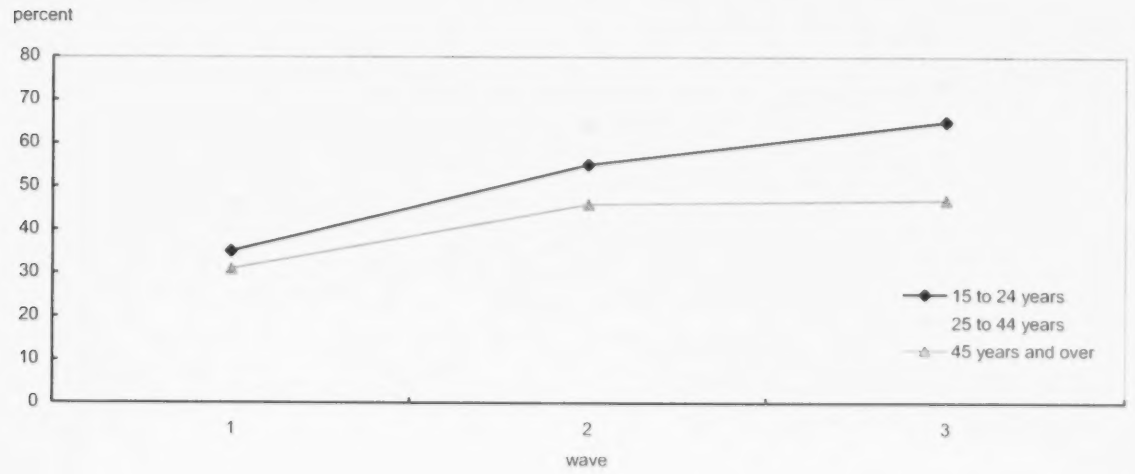
Note(s): The estimate corresponding to the 45 plus age group should be used with caution.
Source(s): Statistics Canada, Longitudinal Survey of Immigrants to Canada, 2005.

Chart 2
Employment rate of immigrants at each wave, by age group, Ontario



Source(s): Statistics Canada, Longitudinal Survey of Immigrants to Canada, 2005.

Chart 3
Employment rate of immigrants at each wave, by age group, British Columbia

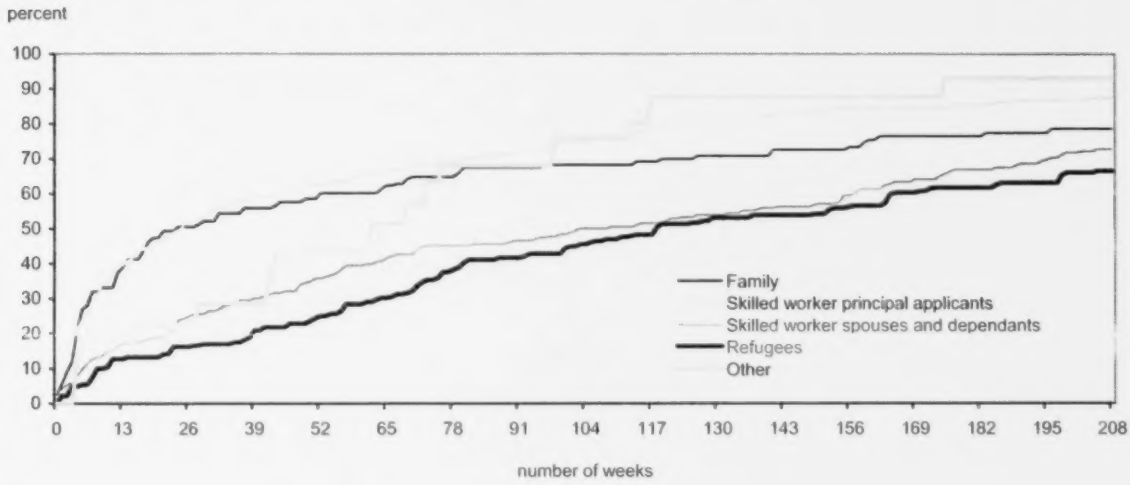


Source(s): Statistics Canada, Longitudinal Survey of Immigrants to Canada, 2005.

Appendix F

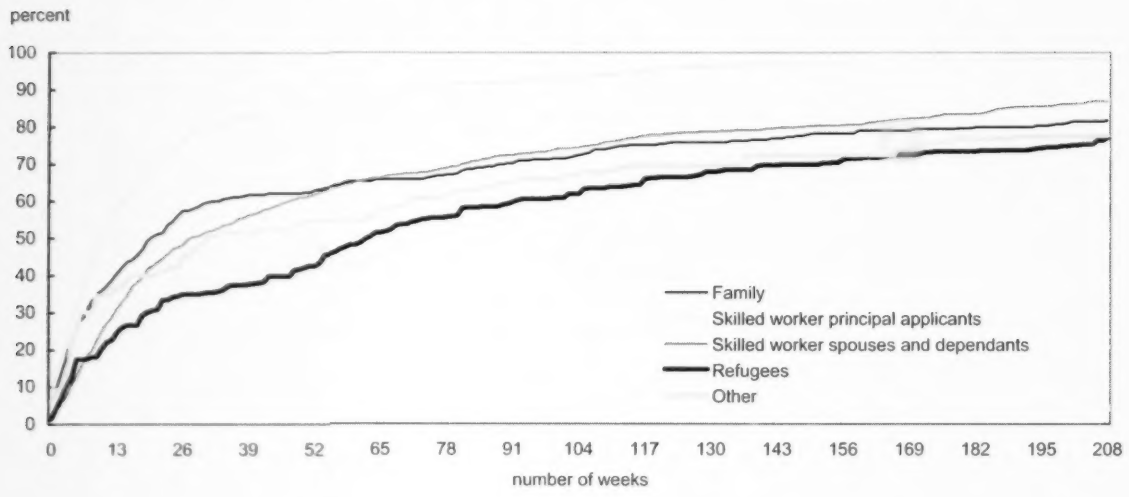
Number of weeks it took immigrants aged 25 to 44 to obtain first job

Chart 4
Number of weeks to access first job for immigrants aged 25 to 44 by immigration category, Quebec



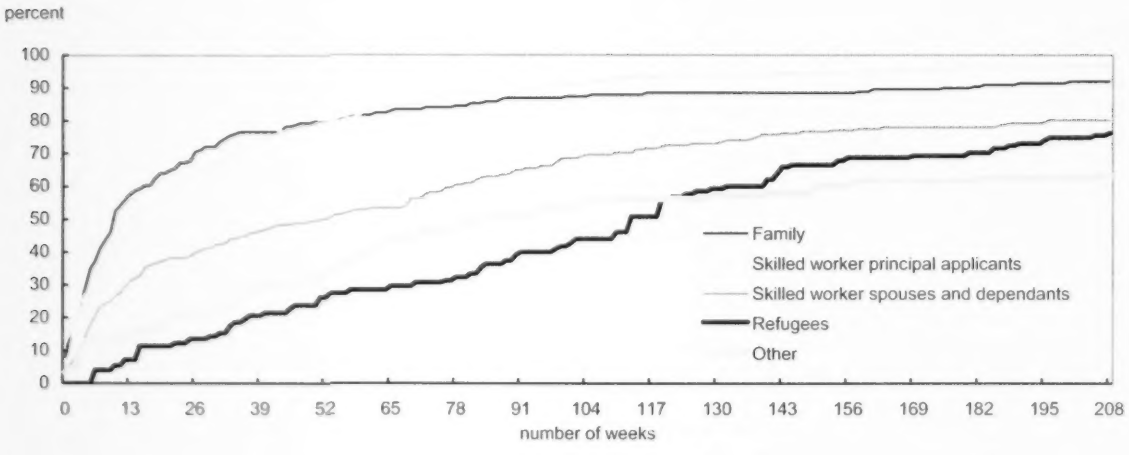
Source(s): Statistics Canada, Longitudinal Survey of Immigrants to Canada, 2005

Chart 5
Number of weeks to access first job for immigrants aged 25 to 44 by immigration category, Ontario



Source(s): Statistics Canada, Longitudinal Survey of Immigrants to Canada, 2005.

Chart 6
Number of weeks to access first job for immigrants aged 25 to 44 by immigration category, British Columbia



Source(s): Statistics Canada, Longitudinal Survey of Immigrants to Canada, 2005.

Appendix G

Number and proportion of immigrants according to five job characteristics

Number and proportion of working immigrants for the five employment characteristics at each wave, by province

	High skill job		Job in the intended field		Similar job as before immigrating		Job related to training or education		Average hourly wage	
	number	percentage	number	percentage	number	percentage	number	percentage	number	dollars
Quebec										
Wave 1	3,600	45	3,100	52	3,200	45	..	..	7,500	16.52
Wave 2	5,600	50	3,900	49	4,100	42	6,200	55	10,000	15.01
Wave 3	7,100	50	4,600	28	5,200	26	7,800	54	12,700	17.18
Ontario										
Wave 1	14,400	35	12,600	45	13,200	37	..	..	38,300	12.95
Wave 2	22,400	43	15,900	46	17,000	38	24,200	46	45,700	15.08
Wave 3	28,100	47	18,300	37	19,800	30	31,000	52	52,000	17.4
British Columbia										
Wave 1	3,700	33	3,000	50	3,500	38	..	..	10,500	11.84
Wave 2	6,100	37	3,900	49	4,800	37	7,000	42	13,700	13.33
Wave 3	7,800	42	4,600	39	5,200	26	9,100	49	16,300	15.39

Note(s): The information required to determine if a job is related to training or studies was not available at Wave 1
Source(s): Statistics Canada, Longitudinal Survey of Immigrants to Canada, 2005

Appendix H

Beta coefficients of models using continuous language variables

Beta coefficients of models using continuous language variables, Canada

	High-skill job			Job in the intended field			Similar job as before immigrating		
	Wave 1	Wave 2	Wave 3	Wave 1	Wave 2	Wave 3	Wave 1	Wave 2	Wave 3
Intercept	-3.44**	-2.92**	-2.99**	-0.65	-0.24	-0.36	-1.17	-0.72	-1.22**
Male	0.31**	0.32**	0.21**	-0.31**	-0.18	-0.23*	-0.15	0	-0.06
15 to 24 years	0.62**	0.62**	0.89**	-0.22	-0.21	-0.20	0.33	0.25	0.07
25 to 44 years	0.55**	0.57**	0.65**	0.26	0.06	0.26	0.27	0.17	0.24*
Family	0.96*	0.31	0.15	1.10*	0.39	0.51**	1.22**	0.31	0.57**
Skilled worker principal applicants	1.73**	1.24**	1.11**	1.37**	0.86**	0.80**	1.62**	0.88**	0.95**
Skilled worker spouses and dependants	1.09**	0.66**	0.52**	0.72	0.58*	0.49*	0.90*	0.58**	0.72**
Other	1.88**	1.03**	0.73**	1.30*	0.89**	0.80**	1.73**	1.10**	0.97**
High school level	-0.17	-0.04	0.07	-0.48	-0.35	0.01	-0.65*	-0.35	-0.32
Postsecondary level	-0.2	0.12	0.42*	-0.71*	-0.3	0.09	-0.70**	-0.45*	-0.22
University	0.05	0.62**	0.89**	-0.99**	-0.43	-0.02	-0.88**	-0.43*	-0.23
Central or South America	-0.95*	-0.4	-0.59	-0.69	-0.57	-0.56	-1.67**	-1.12**	-0.86*
Europe	-0.96**	-0.53	-0.41	-0.54	-0.68	-0.72	-1.13**	-0.92**	-0.83*
Africa	-0.6	-0.39	-0.63	-0.38	-0.55	-0.62	-1.11*	-0.85*	-0.74*
Asia and Middle East	-0.87*	-0.6	-0.68*	-0.62	-0.72	-0.57	-1.54**	-1.16**	-0.86*
Oceania	-0.79	-0.35	-0.68	-0.18	0.09	-0.47	-0.34	-0.01	0.24
Members of the visible minority group	-0.85**	-0.51**	-0.35*	-0.48*	-0.37*	-0.47**	-0.06	0.01	-0.10
Had a high-skill job before immigrating	1.06**	0.89**	0.89**	0.04	0.18	0.13	-0.02	-0.02	0.03
Ability to speak English	0.32**	0.22**	0.26**	0.26**	0.16**	0.12**	0.31**	0.20**	0.21**
Ability to speak French	0.15**	0.06	0.03	0.05	0.01	-0.05	0.09*	0.03	0.02

	Job related to training or education		Natural logarithm of hourly wage		
	Wave 2	Wave 3	Wave 1	Wave 2	Wave 3
Intercept	-3.31**	-2.19**	2.45**	2.09**	2.09**
Male	-0.07	-0.04	0.09**	0.11**	0.14**
15 to 24 years	-0.09	0.39**	-0.05	-0.03	0.06*
25 to 44 years	0.37**	0.50**	0.02	0.09**	0.16**
Family	0.52**	0.41**	0.05	0.11**	0.12**
Skilled worker principal applicants	1.51**	1.45**	0.22**	0.31**	0.31**
Skilled worker spouses and dependants	0.91**	1.00**	0.04	0.10**	0.16**
Other	0.98**	0.67**	0.12	0.11**	0.16**
High school level	-0.04	0.13	0.00	0.10**	0.07**
Postsecondary level	0.51**	0.70**	0.02	0.11**	0.10**
University	0.74**	0.88**	0.12**	0.23**	0.25**
Central or South America	-0.08	-0.47	-0.46**	-0.23*	-0.26**
Europe	-0.35	-0.83*	-0.54**	-0.26**	-0.30**
Africa	0.01	-0.52	-0.37**	-0.24*	-0.23**
Asia and Middle East	-0.4	-0.87*	-0.54**	-0.33**	-0.31**
Oceania	0.56	0.07	-0.37**	-0.17	-0.21*
Members of the visible minority group	-0.53**	-0.48**	-0.21**	-0.12**	-0.14**
Had a high-skill job before immigrating	0.71**	0.69**	0.09**	0.12**	0.12**
Ability to speak English	0.34**	0.23**	0.08**	0.08**	0.09**
Ability to speak French	0.13**	-0.01	0.00	-0.01	0.00

* beta coefficient is significant at the 5% level

** beta coefficient is significant at the 1% level

Source(s): Statistique Canada, Longitudinal Survey of Immigrants to Canada, 2005.

Appendix I

Beta coefficients of models using dichotomous language variables

A High-skill job

Beta coefficients obtained from modelling the probability of working at a high-skill job, Canada

Wave 1 [1]	Reference level used for English				
	doesn't speak (1)	speaks poorly (2)	speaks fairly well (3)	speaks well (4)	speaks very well (5)
Level of spoken **English**					
doesn't speak (1)	..	0.09	-0.08	-0.45	-0.81 *
speaks poorly (2)	-0.09	..	-0.17	-0.54 **	-0.90 **
speaks fairly well (3)	0.08	0.17	..	-0.37 **	-0.73 **
speaks well (4)	0.45	0.54 **	0.37 **	..	-0.36 **
speaks very well (5)	0.81 *	0.90 **	0.73 **	0.36 **	..
	Reference level used for French				
	doesn't speak (1)	speaks poorly (2)	speaks fairly well (3)	speaks well (4)	speaks very well (5)
Level of spoken **French**					
doesn't speak (1)	..	-0.43 **	-0.48	-0.1	-0.58 **
speaks poorly (2)	0.43 **	..	-0.05	0.33	-0.15
speaks fairly well (3)	0.48	0.05	..	0.38	-0.1
speaks well (4)	0.1	-0.33	-0.38	..	-0.48
speaks very well (5)	0.58 **	0.15	0.1	0.48	..
Wave 2 [2]	Reference level used for English				
	doesn't speak (1)	speaks poorly (2)	speaks fairly well (3)	speaks well (4)	speaks very well (5)
Level of spoken **English**					
doesn't speak (1)	..	-0.01	-0.25	-0.34	-0.67 *
speaks poorly (2)	0.01	..	-0.24	-0.33	-0.66 **
speaks fairly well (3)	0.25	0.24	..	-0.09	-0.42 **
speaks well (4)	0.34	0.33	0.09	..	-0.33 **
speaks very well (5)	0.67 *	0.66 **	0.42 **	0.33 **	..
	Reference level used for French				
	doesn't speak (1)	speaks poorly (2)	speaks fairly well (3)	speaks well (4)	speaks very well (5)
Level of spoken **French**					
doesn't speak (1)	..	-0.28 *	0.02	0.23	-0.31 *
speaks poorly (2)	0.28 *	..	0.3	0.51	-0.03
speaks fairly well (3)	-0.02	-0.3	..	0.21	-0.33
speaks well (4)	-0.23	-0.51	-0.21	..	-0.54 *
speaks very well (5)	0.31 *	0.03	0.33	0.54 *	..

See footnotes at the end of the table

– continued

Beta coefficients obtained from modelling the probability of working at a high-skill job, Canada

Wave 3 [3]	Reference level used for English				
	doesn't speak (1)	speaks poorly (2)	speaks fairly well (3)	speaks well (4)	speaks very well (5)
Level of spoken **English**					
doesn't speak (1)		0.21	0.08	-0.24	-0.52
speaks poorly (2)	-0.21		-0.13	-0.45 **	-0.73 **
speaks fairly well (3)	-0.08	0.13		-0.32 **	-0.60 **
speaks well (4)	0.24	0.45 **	0.32 **		-0.28 **
speaks very well (5)	0.52	0.73 **	0.60 **	0.28 **	

	Reference level used for French				
	doesn't speak (1)	speaks poorly (2)	speaks fairly well (3)	speaks well (4)	speaks very well (5)
Level of spoken **French**					
doesn't speak (1)		-0.22	-0.45	0.08	-0.06
speaks poorly (2)	0.22		-0.23	0.3	0.16
speaks fairly well (3)	0.45	0.23		0.53	0.39
speaks well (4)	-0.08	-0.3	-0.53		-0.14
speaks very well (5)	0.06	-0.16	-0.39	0.14	

* beta coefficient is significant at the 5% level
** beta coefficient is significant at the 1% level
1 Wave 1 based on a sample size of 3,263 immigrants
2 Wave 2 based on a sample size of 4,466 immigrants
3 Wave 3 based on a sample size of 5,199 immigrants
Source(s): Statistics Canada, Longitudinal Survey of Immigrants to Canada, 2005

Beta coefficients obtained from modelling the probability of working at a high-skill job, Quebec

Wave 1 [1]	Reference level used for English				
	doesn't speak (1)	speaks poorly (2)	speaks fairly well (3)	speaks well (4)	speaks very well (5)
Level of spoken **English**					
doesn't speak (1)		0.28	0.28	-0.32	-0.78
speaks poorly (2)	-0.28		0.00	-0.60	-1.06
speaks fairly well (3)	-0.28	0.00		-0.60	-1.06
speaks well (4)	0.32	0.60	0.60		-0.46
speaks very well (5)	0.78	1.06	1.06	0.46	

	Reference level used for French				
	doesn't speak (1)	speaks poorly (2)	speaks fairly well (3)	speaks well (4)	speaks very well (5)
Level of spoken **French**					
doesn't speak (1)		0.37	0.19	0.40	0.12
speaks poorly (2)	-0.37		-0.18	0.03	-0.25
speaks fairly well (3)	-0.19	0.18		0.21	-0.07
speaks well (4)	-0.40	-0.03	-0.21		-0.28
speaks very well (5)	-0.12	0.25	0.07	0.28	

See footnotes at the end of the table.

-- continued

Beta coefficients obtained from modelling the probability of working at a high-skill job, Quebec

Wave 2 [2]	Reference level used for English				
	doesn't speak (1)	speaks poorly (2)	speaks fairly well (3)	speaks well (4)	speaks very well (5)
Level of spoken **English**					
doesn't speak (1)	..	-0.35	-0.26	0.06	-0.32
speaks poorly (2)	0.35	..	0.09	0.41	0.03
speaks fairly well (3)	0.26	-0.09	..	0.32	-0.06
speaks well (4)	-0.06	-0.41	-0.32	..	-0.38
speaks very well (5)	0.32	-0.03	0.06	0.38	..
	Reference level used for French				
	doesn't speak (1)	speaks poorly (2)	speaks fairly well (3)	speaks well (4)	speaks very well (5)
Level of spoken **French**					
doesn't speak (1)	..	-0.67	-0.02	0.22	-0.10
speaks poorly (2)	0.67	..	0.65	0.89	0.57
speaks fairly well (3)	0.02	-0.65	..	0.24	-0.08
speaks well (4)	-0.22	-0.89	-0.24	..	-0.32
speaks very well (5)	0.10	-0.57	0.08	0.32	..
Wave 3 [3]	Reference level used for English				
	doesn't speak (1)	speaks poorly (2)	speaks fairly well (3)	speaks well (4)	speaks very well (5)
Level of spoken **English**					
doesn't speak (1)	..	0.06	0.46	-0.38	-0.07
speaks poorly (2)	-0.06	..	0.40	-0.44	-0.13
speaks fairly well (3)	-0.46	-0.40	..	-0.84 **	-0.53
speaks well (4)	0.38	0.44	0.84 **	..	0.31
speaks very well (5)	0.07	0.13	0.53	-0.31	..
	Reference level used for French				
	doesn't speak (1)	speaks poorly (2)	speaks fairly well (3)	speaks well (4)	speaks very well (5)
Level of spoken **French**					
doesn't speak (1)	..	0.02	-0.93	0.56	0.19
speaks poorly (2)	-0.02	..	-0.95	0.54	0.17
speaks fairly well (3)	0.93	0.95	..	1.49 *	1.12 *
speaks well (4)	-0.56	-0.54	-1.49 *	..	-0.37
speaks very well (5)	-0.19	-0.17	-1.12 *	0.37	..

* beta coefficient is significant at the 5% level
** beta coefficient is significant at the 1% level
1 Wave 1 based on a sample size of 352 immigrants
2 Wave 2 based on a sample size of 523 immigrants
3 Wave 3 based on a sample size of 670 immigrants
Source(s): Statistics Canada, Longitudinal Survey of Immigrants to Canada, 2005

Beta coefficients obtained from modelling the probability of working at a high-skill job, Ontario

Wave 1 [1]	Reference level used for English				
	doesn't speak (1)	speaks poorly (2)	speaks fairly well (3)	speaks well (4)	speaks very well (5)
Level of spoken **English**					
doesn't speak (1)		0.45	0.03	-0.22	-0.54
speaks poorly (2)	-0.45		-0.42	-0.67 *	-0.99 **
speaks fairly well (3)	-0.03	0.42		-0.25	-0.57 **
speaks well (4)	0.22	0.67 *	0.25		-0.32 *
speaks very well (5)	0.54	0.99 **	0.57 **	0.32 *	
	Reference level used for French				
	doesn't speak (1)	speaks poorly (2)	speaks fairly well (3)	speaks well (4)	speaks very well (5)
Level of spoken **French**					
doesn't speak (1)		-0.54 **	-0.51	-0.07	-0.79
speaks poorly (2)	0.54 **		0.03	0.47	-0.25
speaks fairly well (3)	0.51	-0.03		0.44	-0.28
speaks well (4)	0.07	-0.47	-0.44		-0.72
speaks very well (5)	0.79	0.25	0.28	0.72	
Wave 2 [2]	Reference level used for English				
	doesn't speak (1)	speaks poorly (2)	speaks fairly well (3)	speaks well (4)	speaks very well (5)
Level of spoken **English**					
doesn't speak (1)		0.33	-0.26	-0.43	-0.64
speaks poorly (2)	-0.33		-0.59	-0.76 *	-0.97 **
speaks fairly well (3)	0.26	0.59		-0.17	-0.38 *
speaks well (4)	0.43	0.76 *	0.17		-0.21
speaks very well (5)	0.64	0.97 **	0.38 *	0.21	
	Reference level used for French				
	doesn't speak (1)	speaks poorly (2)	speaks fairly well (3)	speaks well (4)	speaks very well (5)
Level of spoken **French**					
doesn't speak (1)		-0.17	0.26	0.36	-0.56
speaks poorly (2)	0.17		0.43	0.53	-0.39
speaks fairly well (3)	-0.26	-0.43		0.1	-0.82
speaks well (4)	-0.36	-0.53	-0.1		-0.92
speaks very well (5)	0.56	0.39	0.82	0.92	

See footnotes at the end of the table

– continued

Beta coefficients obtained from modelling the probability of working at a high-skill job, Ontario

Wave 3 [3]	Reference level used for English				
	doesn't speak (1)	speaks poorly (2)	speaks fairly well (3)	speaks well (4)	speaks very well (5)
Level of spoken **English**					
doesn't speak (1)	..	0.81	0.53	0.31	-0.05
speaks poorly (2)	-0.81	..	-0.28	-0.5	-0.86 **
speaks fairly well (3)	-0.53	0.28	..	-0.22	-0.58 **
speaks well (4)	-0.31	0.5	0.22	..	-0.36 **
speaks very well (5)	0.05	0.86 **	0.58 **	0.36 **	..
	Reference level used for French				
	doesn't speak (1)	speaks poorly (2)	speaks fairly well (3)	speaks well (4)	speaks very well (5)
Level of spoken **French**					
doesn't speak (1)	..	-0.15	-0.09	-0.15	-0.27
speaks poorly (2)	0.15	..	0.06	0	-0.12
speaks fairly well (3)	0.09	-0.06	..	-0.06	-0.18
speaks well (4)	0.15	0	0.06	..	-0.12
speaks very well (5)	0.27	0.12	0.18	0.12	..

* beta coefficient is significant at the 5% level.
** beta coefficient is significant at the 1% level.
1 Wave 1: based on a sample size of 1,679 immigrants.
2 Wave 2: based on a sample size of 2,237 immigrants.
3 Wave 3: based on a sample size of 2,558 immigrants.
Source(s): Statistics Canada, Longitudinal Survey of Immigrants to Canada, 2005.

Beta coefficients obtained from modelling the probability of working at a high-skill job, British Columbia

Wave 1 [1]	Reference level used for English				
	doesn't speak (1)	speaks poorly (2)	speaks fairly well (3)	speaks well (4)	speaks very well (5)
Level of spoken **English**					
doesn't speak (1)	..	0.02	0.07	-0.18	-0.17
speaks poorly (2)	-0.02	..	0.05	-0.2	-0.19
speaks fairly well (3)	-0.07	-0.05	..	-0.25	-0.24
speaks well (4)	0.18	0.2	0.25	..	0.01
speaks very well (5)	0.17	0.19	0.24	-0.01	..
	Reference level used for French				
	doesn't speak (1)	speaks poorly (2)	speaks fairly well (3)	speaks well (4)	speaks very well (5)
Level of spoken **French**					
doesn't speak (1)	..	-0.25	-1.04	-0.08	-0.66
speaks poorly (2)	0.25	..	-0.79	0.17	-0.41
speaks fairly well (3)	1.04	0.79	..	0.96	0.38
speaks well (4)	0.08	-0.17	-0.96	..	-0.58
speaks very well (5)	0.66	0.41	-0.38	0.58	..

See footnotes at the end of the table.

– continued

Beta coefficients obtained from modelling the probability of working at a high-skill job, British Columbia

Wave 2 [2]	Reference level used for English				
	doesn't speak (1)	speaks poorly (2)	speaks fairly well (3)	speaks well (4)	speaks very well (5)
Level of spoken **English**					
doesn't speak (1)		-0.07	-0.39	-0.27	-0.83
speaks poorly (2)	0.07		-0.32	-0.2	-0.76
speaks fairly well (3)	0.39	0.32		0.12	-0.44
speaks well (4)	0.27	0.2	-0.12		-0.56 *
speaks very well (5)	0.83	0.76	0.44	0.56 *	

	Reference level used for French				
	doesn't speak (1)	speaks poorly (2)	speaks fairly well (3)	speaks well (4)	speaks very well (5)
Level of spoken **French**					
doesn't speak (1)		-0.21	-0.64	1.81	-0.71
speaks poorly (2)	0.21		-0.43	2.02	-0.5
speaks fairly well (3)	0.64	0.43		2.45	-0.07
speaks well (4)	-1.81	-2.02	-2.45		-2.52
speaks very well (5)	0.71	0.5	0.07	2.52	

Wave 3 [3]	Reference level used for English				
	doesn't speak (1)	speaks poorly (2)	speaks fairly well (3)	speaks well (4)	speaks very well (5)
Level of spoken **English**					
doesn't speak (1)		-1.59 *	-1.74 *	-2.07 **	-2.26 **
speaks poorly (2)	1.59		-0.15	-0.48	-0.67
speaks fairly well (3)	1.74 *	0.15		-0.33	-0.52 *
speaks well (4)	2.07 **	0.48	0.33		-0.19
speaks very well (5)	2.26 **	0.67	0.52 *	0.19	

	Reference level used for French				
	doesn't speak (1)	speaks poorly (2)	speaks fairly well (3)	speaks well (4)	speaks very well (5)
Level of spoken **French**					
doesn't speak (1)		-0.01	-0.09	-0.63	-0.81
speaks poorly (2)	0.01		-0.08	-0.62	-0.8
speaks fairly well (3)	0.09	0.08		-0.54	-0.72
speaks well (4)	0.63	0.62	0.54		-0.18
speaks very well (5)	0.81	0.8	0.72	0.18	

* beta coefficient is significant at the 5% level
** beta coefficient is significant at the 1% level
1 Wave 1 based on a sample size of 601 immigrants
2 Wave 2 based on a sample size of 882 immigrants
3 Wave 3 based on a sample size of 1 012 immigrants
Source(s): Statistics Canada, Longitudinal Survey of Immigrants to Canada, 2005

A job in the intended field

Beta coefficients obtained from modelling the probability of working in the intended field, Canada

Wave 1 [1]	Reference level used for English				
	doesn't speak (1)	speaks poorly (2)	speaks fairly well (3)	speaks well (4)	speaks very well (5)
Level of spoken **English**					
doesn't speak (1)	..	1.24 **	0.85 *	0.53	0.19
speaks poorly (2)	-1.24 **	..	-0.39	-0.71 **	-1.05 **
speaks fairly well (3)	-0.85 *	0.39	..	-0.32 *	-0.66 **
speaks well (4)	-0.53	0.71 **	0.32 *	..	-0.34 **
speaks very well (5)	-0.19	1.05 **	0.66 **	0.34 **	..
	Reference level used for French				
	doesn't speak (1)	speaks poorly (2)	speaks fairly well (3)	speaks well (4)	speaks very well (5)
Level of spoken **French**					
doesn't speak (1)	..	0.04	-0.1	0.45	-0.31
speaks poorly (2)	-0.04	..	-0.14	0.41	-0.35
speaks fairly well (3)	0.1	0.14	..	0.55	-0.21
speaks well (4)	-0.45	-0.41	-0.55	..	-0.76 *
speaks very well (5)	0.31	0.35	0.21	0.76 *	..
Wave 2 [2]	Reference level used for English				
	doesn't speak (1)	speaks poorly (2)	speaks fairly well (3)	speaks well (4)	speaks very well (5)
Level of spoken **English**					
doesn't speak (1)	..	0.39	0.45	0.1	-0.05
speaks poorly (2)	-0.39	..	0.06	-0.29	-0.44
speaks fairly well (3)	-0.45	-0.06	..	-0.35 *	-0.50 **
speaks well (4)	-0.1	0.29	0.35 *	..	-0.15
speaks very well (5)	0.05	0.44	0.50 **	0.15	..
	Reference level used for French				
	doesn't speak (1)	speaks poorly (2)	speaks fairly well (3)	speaks well (4)	speaks very well (5)
Level of spoken **French**					
doesn't speak (1)	..	-0.06	-0.02	0.38	-0.09
speaks poorly (2)	0.06	..	0.04	0.44	-0.03
speaks fairly well (3)	0.02	-0.04	..	0.4	-0.07
speaks well (4)	-0.38	-0.44	-0.4	..	-0.47
speaks very well (5)	0.09	0.03	0.07	0.47	..

See footnotes at the end of the table.

– continued

Beta coefficients obtained from modelling the probability of working in the intended field, Canada

Wave 3 [3]	Reference level used for English				
	doesn't speak (1)	speaks poorly (2)	speaks fairly well (3)	speaks well (4)	speaks very well (5)
Level of spoken **English**					
doesn't speak (1)	..	0.34	0.32	0.12	0.02
speaks poorly (2)	-0.34	..	-0.02	-0.22	-0.32
speaks fairly well (3)	-0.32	0.02	..	-0.2	-0.30 *
speaks well (4)	-0.12	0.22	0.2	..	-0.1
speaks very well (5)	-0.02	0.32	0.30 *	0.1	..

	Reference level used for French				
	doesn't speak (1)	speaks poorly (2)	speaks fairly well (3)	speaks well (4)	speaks very well (5)
Level of spoken **French**					
doesn't speak (1)	..	-0.21	0.35	0.22	0.21
speaks poorly (2)	0.21	..	0.56	0.43	0.42 *
speaks fairly well (3)	-0.35	-0.56	..	-0.13	-0.14
speaks well (4)	-0.22	-0.43	0.13	..	-0.01
speaks very well (5)	-0.21	-0.42 *	0.14	0.01	..

* beta coefficient is significant at the 5% level
** beta coefficient is significant at the 1% level
1 Wave 1: based on a sample size of 2,114 immigrants
2 Wave 2: based on a sample size of 2,754 immigrants
3 Wave 3: based on a sample size of 3,163 immigrants
Source(s): Statistics Canada, Longitudinal Survey of Immigrants to Canada, 2005

Beta coefficients obtained from modelling the probability of working in the intended field, Quebec

Wave 1 [1]	Reference level used for English				
	doesn't speak (1)	speaks poorly (2)	speaks fairly well (3)	speaks well (4)	speaks very well (5)
Level of spoken **English**					
doesn't speak (1)	..	1.27	0.94	0.23	0.27
speaks poorly (2)	-1.27	..	-0.33	-1.04	-1
speaks fairly well (3)	-0.94	0.33	..	-0.71	-0.67
speaks well (4)	-0.23	1.04	0.71	..	0.04
speaks very well (5)	-0.27	1	0.67	-0.04	..

	Reference level used for French				
	doesn't speak (1)	speaks poorly (2)	speaks fairly well (3)	speaks well (4)	speaks very well (5)
Level of spoken **French**					
doesn't speak (1)	..	-0.45	0.46	0.06	-0.42
speaks poorly (2)	0.45	..	0.91	0.51	0.03
speaks fairly well (3)	-0.46	-0.91	..	-0.4	-0.88
speaks well (4)	-0.06	-0.51	0.4	..	-0.48
speaks very well (5)	0.42	-0.03	0.88	0.48	..

See footnotes at the end of the table

– continued

Beta coefficients obtained from modelling the probability of working in the intended field, Quebec

Wave 2 [2]	Reference level used for English				
	doesn't speak (1)	speaks poorly (2)	speaks fairly well (3)	speaks well (4)	speaks very well (5)
Level of spoken **English**					
doesn't speak (1)	..	-0.08	0.45	0.01	-0.05
speaks poorly (2)	0.08	..	0.53	0.09	0.03
speaks fairly well (3)	-0.45	-0.53	..	-0.44	-0.5
speaks well (4)	-0.01	-0.09	0.44	..	-0.06
speaks very well (5)	0.05	-0.03	0.5	0.06	..
	Reference level used for French				
	doesn't speak (1)	speaks poorly (2)	speaks fairly well (3)	speaks well (4)	speaks very well (5)
Level of spoken **French**					
doesn't speak (1)	..	-0.51	0.91	0.39	0.24
speaks poorly (2)	0.51	..	1.42	0.9	0.75
speaks fairly well (3)	-0.91	-1.42	..	-0.52	-0.67
speaks well (4)	-0.39	-0.9	0.52	..	-0.15
speaks very well (5)	-0.24	-0.75	0.67	0.15	..
Wave 3 [3]	Reference level used for English				
	doesn't speak (1)	speaks poorly (2)	speaks fairly well (3)	speaks well (4)	speaks very well (5)
Level of spoken **English**					
doesn't speak (1)	..	0	0.38	0.21	-0.03
speaks poorly (2)	0	..	0.38	0.21	-0.03
speaks fairly well (3)	-0.38	-0.38	..	-0.17	-0.41
speaks well (4)	-0.21	-0.21	0.17	..	-0.24
speaks very well (5)	0.03	0.03	0.41	0.24	..
	Reference level used for French				
	doesn't speak (1)	speaks poorly (2)	speaks fairly well (3)	speaks well (4)	speaks very well (5)
Level of spoken **French**					
doesn't speak (1)	..	-0.24	0.44	0.76	0.53
speaks poorly (2)	0.24	..	0.68	1	0.77
speaks fairly well (3)	-0.44	-0.68	..	0.32	0.09
speaks well (4)	-0.76	-1	-0.32	..	-0.23
speaks very well (5)	-0.53	-0.77	-0.09	0.23	..

* beta coefficient is significant at the 5% level
** beta coefficient is significant at the 1% level
1 Wave 1 based on a sample size of 254 immigrants
2 Wave 2 based on a sample size of 361 immigrants
3 Wave 3 based on a sample size of 464 immigrants
Source(s): Statistics Canada, Longitudinal Survey of Immigrants to Canada, 2005

Beta coefficients obtained from modelling the probability of working in the intended field, Ontario

Wave 1 [1]	Reference level used for English				
	doesn't speak (1)	speaks poorly (2)	speaks fairly well (3)	speaks well (4)	speaks very well (5)
Level of spoken **English**					
doesn't speak (1)	..	1.06	0.71	0.47	0.08
speaks poorly (2)	-1.06	..	-0.35	-0.59	-0.98 *
speaks fairly well (3)	-0.71	0.35	..	-0.24	-0.63 **
speaks well (4)	-0.47	0.59	0.24	..	-0.39 *
speaks very well (5)	-0.08	0.98 *	0.63 **	0.39 *	..
	Reference level used for French				
	doesn't speak (1)	speaks poorly (2)	speaks fairly well (3)	speaks well (4)	speaks very well (5)
Level of spoken **French**					
doesn't speak (1)	..	0.23	0.03	0.89	-0.06
speaks poorly (2)	-0.23	..	-0.2	0.66	-0.29
speaks fairly well (3)	-0.03	0.2	..	0.86	-0.09
speaks well (4)	-0.89	-0.66	-0.86	..	-0.95
speaks very well (5)	0.06	0.29	0.09	0.95	..
Wave 2 [2]	Reference level used for English				
	doesn't speak (1)	speaks poorly (2)	speaks fairly well (3)	speaks well (4)	speaks very well (5)
Level of spoken **English**					
doesn't speak (1)	..	0.08	-0.11	-0.41	-0.54
speaks poorly (2)	-0.08	..	-0.19	-0.49	-0.62
speaks fairly well (3)	0.11	0.19	..	-0.3	-0.43
speaks well (4)	0.41	0.49	0.3	..	-0.13
speaks very well (5)	0.54	0.62	0.43 *	0.13	..
	Reference level used for French				
	doesn't speak (1)	speaks poorly (2)	speaks fairly well (3)	speaks well (4)	speaks very well (5)
Level of spoken **French**					
doesn't speak (1)	..	0.05	-0.09	0.91	-0.08
speaks poorly (2)	-0.05	..	-0.14	0.86	-0.13
speaks fairly well (3)	0.09	0.14	..	1	0.01
speaks well (4)	-0.91	-0.86	-1	..	-0.99
speaks very well (5)	0.08	0.13	-0.01	0.99	..

See footnotes at the end of the table

– continued

Beta coefficients obtained from modelling the probability of working in the intended field, Ontario

Wave 3 [3]	Reference level used for English				
	doesn't speak (1)	speaks poorly (2)	speaks fairly well (3)	speaks well (4)	speaks very well (5)
Level of spoken **English**					
doesn't speak (1)		0.51	0.31	0.2	0.11
speaks poorly (2)	-0.51		-0.2	-0.31	-0.4
speaks fairly well (3)	-0.31	0.2		-0.11	-0.2
speaks well (4)	-0.2	0.31	0.11		-0.09
speaks very well (5)	-0.11	0.4	0.2	0.09	
	Reference level used for French				
	doesn't speak (1)	speaks poorly (2)	speaks fairly well (3)	speaks well (4)	speaks very well (5)
Level of spoken **French**					
doesn't speak (1)		-0.15	0.54	0.19	0.35
speaks poorly (2)	0.15		0.69	0.34	0.5
speaks fairly well (3)	-0.54	-0.69		-0.35	-0.19
speaks well (4)	-0.19	-0.34	0.35		0.16
speaks very well (5)	-0.35	-0.5	0.19	-0.16	

* beta coefficient is significant at the 5% level.
** beta coefficient is significant at the 1% level.
1. Wave 1: based on a sample size of1,139 immigrants.
2. Wave 2: based on a sample size of 1,469 immigrants.
3. Wave 3: based on a sample size of 1,647 immigrants.
Source(s): Statistics Canada, Longitudinal Survey of Immigrants to Canada, 2005.

Beta coefficients obtained from modelling the probability of working in the intended field, British Columbia

Wave 1 [1]	Reference level used for English				
	doesn't speak (1)	speaks poorly (2)	speaks fairly well (3)	speaks well (4)	speaks very well (5)
Level of spoken **English**					
doesn't speak (1)		2.37	2.17	2.66	2.28
speaks poorly (2)	-2.37		-0.2	0.29	-0.09
speaks fairly well (3)	-2.17	0.2		0.49	0.11
speaks well (4)	-2.66	-0.29	-0.49		-0.38
speaks very well (5)	-2.28	0.09	-0.11	0.38	
	Reference level used for French				
	doesn't speak (1)	speaks poorly (2)	speaks fairly well (3)	speaks well (4)	speaks very well (5)
Level of spoken **French**					
doesn't speak (1)		-0.49	-0.79	-0.66	-0.36
speaks poorly (2)	0.49		-0.3	-0.17	0.13
speaks fairly well (3)	0.79	0.3		0.13	0.43
speaks well (4)	0.66	0.17	-0.13		0.3
speaks very well (5)	0.36	-0.13	-0.43	-0.3	

See footnotes at the end of the table.

– continued

Beta coefficients obtained from modelling the probability of working in the intended field, British Columbia

Wave 2 [2]	Reference level used for English				
	doesn't speak (1)	speaks poorly (2)	speaks fairly well (3)	speaks well (4)	speaks very well (5)
Level of spoken **English**					
doesn't speak (1)		2.74 *	2.17 *	1.77	1.65
speaks poorly (2)	-2.74 *		-0.57	-0.97	-1.09
speaks fairly well (3)	-2.17 *	0.57		-0.4	-0.52
speaks well (4)	-1.77	0.97	0.4		-0.12
speaks very well (5)	-1.65	1.09	0.52	0.12	

	Reference level used for French				
	doesn't speak (1)	speaks poorly (2)	speaks fairly well (3)	speaks well (4)	speaks very well (5)
Level of spoken **French**					
doesn't speak (1)		-0.09	-2.00 **	1.27	-0.14
speaks poorly (2)	0.09		-1.91 *	1.36	-0.05
speaks fairly well (3)	2.00 **	1.91 *		3.27 **	1.86 *
speaks well (4)	-1.27	-1.36	-3.27 **		-1.41
speaks very well (5)	0.14	0.05	-1.86 *	1.41	

Wave 3 [3]	Reference level used for English				
	doesn't speak (1)	speaks poorly (2)	speaks fairly well (3)	speaks well (4)	speaks very well (5)
Level of spoken **English**					
doesn't speak (1)		0.62	0.65	0.25	0.28
speaks poorly (2)	-0.62		0.03	-0.37	-0.34
speaks fairly well (3)	-0.65	-0.03		-0.4	-0.37
speaks well (4)	-0.25	0.37	0.4		0.03
speaks very well (5)	-0.28	0.34	0.37	-0.03	

	Reference level used for French				
	doesn't speak (1)	speaks poorly (2)	speaks fairly well (3)	speaks well (4)	speaks very well (5)
Level of spoken **French**					
doesn't speak (1)		-0.58	0.04	-2.19 **	-0.61
speaks poorly (2)	0.58		0.62	-1.61	-0.03
speaks fairly well (3)	-0.04	-0.62		-2.23	-0.65
speaks well (4)	2.19 **	1.61	2.23		1.58
speaks very well (5)	0.61	0.03	0.65	-1.58	

* beta coefficient is significant at the 5% level
** beta coefficient is significant at the 1% level
1 Wave 1: based on a sample size of 292 immigrants
2 Wave 2: based on a sample size of 398 immigrants
3 Wave 3: based on a sample size of 451 immigrants
Source(s): Statistics Canada, Longitudinal Survey of Immigrants to Canada, 2005

A job similar to the job held before immigrating

Beta coefficients obtained from modelling the probability of working in a job similar to the one before immigrating, Canada

Wave 1 [1]	Reference level used for English				
	doesn't speak (1)	speaks poorly (2)	speaks fairly well (3)	speaks well (4)	speaks very well (5)
Level of spoken **English**					
doesn't speak (1)		0.34	0.16	-0.18	-0.63 *
speaks poorly (2)	-0.34		-0.18	-0.52 **	-0.97 **
speaks fairly well (3)	-0.16	0.18		-0.34 *	-0.79 **
speaks well (4)	0.18	0.52 **	0.34 *		-0.45 **
speaks very well (5)	0.63 *	0.97 **	0.79 **	0.45 **	

	Reference level used for French				
	doesn't speak (1)	speaks poorly (2)	speaks fairly well (3)	speaks well (4)	speaks very well (5)
Level of spoken **French**					
doesn't speak (1)		-0.18	0.06	0.1	-0.41 *
speaks poorly (2)	0.18		0.24	0.28	-0.23
speaks fairly well (3)	-0.06	-0.24		0.04	-0.47
speaks well (4)	-0.1	-0.28	-0.04		-0.51
speaks very well (5)	0.41 *	0.23	0.47	0.51	

Wave 2 [2]	Reference level used for English				
	doesn't speak (1)	speaks poorly (2)	speaks fairly well (3)	speaks well (4)	speaks very well (5)
Level of spoken **English**					
doesn't speak (1)		0.49	0.25	0.11	0.28
speaks poorly (2)	-0.49		-0.24	-0.60 **	-0.77 **
speaks fairly well (3)	-0.25	0.24		-0.36 **	-0.53 **
speaks well (4)	0.11	0.60 **	0.36 **		-0.17
speaks very well (5)	0.28	0.77 **	0.53 **	0.17	

	Reference level used for French				
	doesn't speak (1)	speaks poorly (2)	speaks fairly well (3)	speaks well (4)	speaks very well (5)
Level of spoken **French**					
doesn't speak (1)		-0.01	0.17	-0.02	-0.16
speaks poorly (2)	0.01		0.18	-0.01	-0.15
speaks fairly well (3)	-0.17	-0.18		-0.19	-0.33
speaks well (4)	0.02	0.01	0.19		-0.14
speaks very well (5)	0.16	0.15	0.33	0.14	

See footnotes at the end of the table

– continued

Beta coefficients obtained from modelling the probability of working in a job similar to the one before immigrating, Canada

Wave 3 [3]	Reference level used for English				
	doesn't speak (1)	speaks poorly (2)	speaks fairly well (3)	speaks well (4)	speaks very well (5)
Level of spoken **English**					
doesn't speak (1)	..	0.39	0.32	0.01	-0.23
speaks poorly (2)	-0.39	..	-0.07	-0.38 *	-0.62 **
speaks fairly well (3)	-0.32	0.07	..	-0.31 **	-0.55 **
speaks well (4)	-0.01	0.38 *	0.31 **	..	-0.24 **
speaks very well (5)	0.23	0.62 **	0.55 **	0.24 **	..

	Reference level used for French				
	doesn't speak (1)	speaks poorly (2)	speaks fairly well (3)	speaks well (4)	speaks very well (5)
Level of spoken **French**					
doesn't speak (1)	..	-0.13	0.14	-0.2	-0.05
speaks poorly (2)	0.13	..	0.27	-0.07	0.08
speaks fairly well (3)	-0.14	-0.27	..	-0.34	-0.19
speaks well (4)	0.2	0.07	0.34	..	0.15
speaks very well (5)	0.05	-0.08	0.19	-0.15	..

* beta coefficient is significant at the 5% level
** beta coefficient is significant at the 1% level
1. Wave 1: based on a sample size of 2,784 immigrants
2. Wave 2: based on a sample size of 3,697 immigrants
3. Wave 3: based on a sample size of 4,238 immigrants
Source(s): Statistics Canada: Longitudinal Survey of Immigrants to Canada: 2005

Beta coefficients obtained from modelling the probability of working in a job similar to the one before immigrating, Quebec

Wave 1 [1]	Reference level used for English				
	doesn't speak (1)	speaks poorly (2)	speaks fairly well (3)	speaks well (4)	speaks very well (5)
Level of spoken **English**					
doesn't speak (1)	..	0.94	0.74	0.31	0.42
speaks poorly (2)	-0.94	..	-0.2	-0.63	-0.52
speaks fairly well (3)	-0.74	0.2	..	-0.43	-0.32
speaks well (4)	-0.31	0.63	0.43	..	0.11
speaks very well (5)	-0.42	0.52	0.32	-0.11	..

	Reference level used for French				
	doesn't speak (1)	speaks poorly (2)	speaks fairly well (3)	speaks well (4)	speaks very well (5)
Level of spoken **French**					
doesn't speak (1)	..	-0.61	0.25	-0.27	-0.9
speaks poorly (2)	0.61	..	0.86	0.34	-0.29
speaks fairly well (3)	-0.25	-0.86	..	-0.52	-1.15
speaks well (4)	0.27	-0.34	0.52	..	-0.63
speaks very well (5)	0.9	0.29	1.15	0.63	..

See footnotes at the end of the table

– continued

Beta coefficients obtained from modelling the probability of working in a job similar to the one before immigrating, Quebec

Wave 2 [2]	Reference level used for English				
	doesn't speak (1)	speaks poorly (2)	speaks fairly well (3)	speaks well (4)	speaks very well (5)
Level of spoken **English**					
doesn't speak (1)	..	0.06	0.11	0.36	0.48
speaks poorly (2)	-0.06	..	0.05	0.3	0.42
speaks fairly well (3)	-0.11	-0.05	..	0.25	0.37
speaks well (4)	-0.36	-0.3	-0.25	..	0.12
speaks very well (5)	-0.48	-0.42	-0.37	-0.12	..
	Reference level used for French				
	doesn't speak (1)	speaks poorly (2)	speaks fairly well (3)	speaks well (4)	speaks very well (5)
Level of spoken **French**					
doesn't speak (1)	..	0.58	1.24	0.92	1.04 *
speaks poorly (2)	-0.58	..	0.66	0.34	0.46
speaks fairly well (3)	-1.24	-0.66	..	-0.32	-0.2
speaks well (4)	-0.92	-0.34	0.32	..	0.12
speaks very well (5)	-1.04 *	-0.46	0.2	-0.12	..
Wave 3 [3]	Reference level used for English				
	doesn't speak (1)	speaks poorly (2)	speaks fairly well (3)	speaks well (4)	speaks very well (5)
Level of spoken **English**					
doesn't speak (1)	..	0.5	0.43	0.55	0.54
speaks poorly (2)	-0.5	..	-0.07	0.05	0.04
speaks fairly well (3)	-0.43	0.07	..	0.12	0.11
speaks well (4)	-0.55	-0.05	-0.12	..	-0.01
speaks very well (5)	-0.54	-0.04	-0.11	0.01	..
	Reference level used for French				
	doesn't speak (1)	speaks poorly (2)	speaks fairly well (3)	speaks well (4)	speaks very well (5)
Level of spoken **French**					
doesn't speak (1)	..	-0.5	0	0.35	0.5
speaks poorly (2)	0.5	..	0.5	0.85	1.00 *
speaks fairly well (3)	0	-0.5	..	0.35	0.5
speaks well (4)	-0.35	-0.85	-0.35	..	0.15
speaks very well (5)	-0.5	-1.00 *	-0.5	-0.15	..

* beta coefficient is significant at the 5% level
** beta coefficient is significant at the 1% level
1 Wave 1 based on a sample size of 312 immigrants.
2 Wave 2 based on a sample size of 449 immigrants.
3 Wave 3 based on a sample size of 578 immigrants.
Source(s): Statistics Canada, Longitudinal Survey of Immigrants to Canada, 2005.

Beta coefficients obtained from modelling the probability of working in a job similar to the one before immigrating, Ontario

Wave 1 [1]	Reference level used for English				
	doesn't speak (1)	speaks poorly (2)	speaks fairly well (3)	speaks well (4)	speaks very well (5)
Level of spoken **English**					
doesn't speak (1)		0.58	0.01	-0.28	-0.62
speaks poorly (2)	-0.58		-0.57	-0.86 *	-1.20 **
speaks fairly well (3)	-0.01	0.57		-0.29	-0.63 **
speaks well (4)	0.28	0.86 *	0.29		-0.34 *
speaks very well (5)	0.62	1.20 **	0.63 **	0.34 *	
	Reference level used for French				
	doesn't speak (1)	speaks poorly (2)	speaks fairly well (3)	speaks well (4)	speaks very well (5)
Level of spoken **French**					
doesn't speak (1)		0.06	0.01	0.19	-0.27
speaks poorly (2)	-0.06		-0.05	0.13	-0.33
speaks fairly well (3)	-0.01	0.05		0.18	-0.28
speaks well (4)	-0.19	-0.13	-0.18		-0.46
speaks very well (5)	0.27	0.33	0.28	0.46	
Wave 2 [2]	Reference level used for English				
	doesn't speak (1)	speaks poorly (2)	speaks fairly well (3)	speaks well (4)	speaks very well (5)
Level of spoken **English**					
doesn't speak (1)		0.12	-0.59	-1.06	-1.2
speaks poorly (2)	-0.12		-0.71	-1.18 **	-1.32 **
speaks fairly well (3)	0.59	0.71		-0.47 *	-0.61 **
speaks well (4)	1.06	1.18 **	0.47 *		-0.14
speaks very well (5)	1.2	1.32 **	0.61 **	0.14	
	Reference level used for French				
	doesn't speak (1)	speaks poorly (2)	speaks fairly well (3)	speaks well (4)	speaks very well (5)
Level of spoken **French**					
doesn't speak (1)		0.08	0.4	0.14	-0.24
speaks poorly (2)	-0.08		0.32	0.06	-0.32
speaks fairly well (3)	-0.4	-0.32		-0.26	-0.64
speaks well (4)	-0.14	-0.06	0.26		-0.38
speaks very well (5)	0.24	0.32	0.64	0.38	

See footnotes at the end of the table

– continued

Beta coefficients obtained from modelling the probability of working in a job similar to the one before immigrating, Ontario

Wave 3 [3]	Reference level used for English				
	doesn't speak (1)	speaks poorly (2)	speaks fairly well (3)	speaks well (4)	speaks very well (5)
Level of spoken **English**					
doesn't speak (1)		-1.46 *	-1.84 **	-2.16 **	-2.42 **
speaks poorly (2)	1.46 *		-0.38	-0.70 *	-0.96 **
speaks fairly well (3)	1.84 **	0.38		-0.32	-0.58 **
speaks well (4)	2.16 **	0.70 *	0.32		-0.26 *
speaks very well (5)	2.42 **	0.96 **	0.58 **	0.26 *	

	Reference level used for French				
	doesn't speak (1)	speaks poorly (2)	speaks fairly well (3)	speaks well (4)	speaks very well (5)
Level of spoken **French**					
doesn't speak (1)		0.08	0.72	-0.32	0.05
speaks poorly (2)	-0.08		0.64	-0.4	-0.03
speaks fairly well (3)	-0.72	-0.64		-1.04	-0.67
speaks well (4)	0.32	0.4	1.04		0.37
speaks very well (5)	-0.05	0.03	0.67	-0.37	

* beta coefficient is significant at the 5% level
** beta coefficient is significant at the 1% level
1 Wave 1: based on a sample size of 1,471 immigrants
2 Wave 2: based on a sample size of 1,893 immigrants
3 Wave 3: based on a sample size of 2,123 immigrants
Source(s): Statistics Canada, Longitudinal Survey of Immigrants to Canada, 2005

Beta coefficients obtained from modelling the probability of working in a job similar to the one before immigrating, British Columbia

Wave 1 [1]	Reference level used for English				
	doesn't speak (1)	speaks poorly (2)	speaks fairly well (3)	speaks well (4)	speaks very well (5)
Level of spoken **English**					
doesn't speak (1)		0.01	-0.05	0.11	-0.81
speaks poorly (2)	-0.01		-0.06	0.1	-0.82
speaks fairly well (3)	0.05	0.06		0.16	-0.76
speaks well (4)	-0.11	-0.1	-0.16		-0.92 **
speaks very well (5)	0.81	0.82	0.76	0.92 **	

	Reference level used for French				
	doesn't speak (1)	speaks poorly (2)	speaks fairly well (3)	speaks well (4)	speaks very well (5)
Level of spoken **French**					
doesn't speak (1)		-0.91	-0.29	-0.41	-0.63
speaks poorly (2)	0.91		0.62	0.5	0.28
speaks fairly well (3)	0.29	-0.62		-0.12	-0.34
speaks well (4)	0.41	-0.5	0.12		-0.22
speaks very well (5)	0.63	-0.28	0.34	0.22	

See footnotes at the end of the table

– continued

Beta coefficients obtained from modelling the probability of working in a job similar to the one before immigrating, British Columbia

Wave 2 [2]	Reference level used for English				
	doesn't speak (1)	speaks poorly (2)	speaks fairly well (3)	speaks well (4)	speaks very well (5)
Level of spoken **English**					
doesn't speak (1)		1.22	0.95	0.34	0.4
speaks poorly (2)	-1.22		-0.27	-0.88	-0.82
speaks fairly well (3)	-0.95	0.27		-0.61	-0.55
speaks well (4)	-0.34	0.88	0.61		0.06
speaks very well (5)	-0.4	0.82	0.55	-0.06	

	Reference level used for French				
	doesn't speak (1)	speaks poorly (2)	speaks fairly well (3)	speaks well (4)	speaks very well (5)
Level of spoken **French**					
doesn't speak (1)		-0.06	-1.03	0.91	-0.7
speaks poorly (2)	0.06		-0.97	0.97	-0.64
speaks fairly well (3)	1.03	0.97		1.94	0.33
speaks well (4)	-0.91	-0.97	-1.94		-1.61
speaks very well (5)	0.7	0.64	-0.33	1.61	

Wave 3 [3]	Reference level used for English				
	doesn't speak (1)	speaks poorly (2)	speaks fairly well (3)	speaks well (4)	speaks very well (5)
Level of spoken **English**					
doesn't speak (1)		0.45	0.9	0.31	0.05
speaks poorly (2)	-0.45		0.45	-0.14	-0.4
speaks fairly well (3)	-0.9	-0.45		-0.59	-0.85 **
speaks well (4)	-0.31	0.14	0.59		-0.26
speaks very well (5)	-0.05	0.4	0.85 **	0.26	

	Reference level used for French				
	doesn't speak (1)	speaks poorly (2)	speaks fairly well (3)	speaks well (4)	speaks very well (5)
Level of spoken **French**					
doesn't speak (1)		-0.35	0.55	-0.57	-1.16
speaks poorly (2)	0.35		0.9	-0.22	-0.81
speaks fairly well (3)	-0.55	-0.9		-1.12	-1.71
speaks well (4)	0.57	0.22	1.12		-0.59
speaks very well (5)	1.16	0.81	1.71	0.59	

* beta coefficient is significant at the 5% level
** beta coefficient is significant at the 1% level
1 Wave 1 based on a sample size of 455 immigrants
2 Wave 2 based on a sample size of 668 immigrants
3 Wave 3 based on a sample size of 745 immigrants
Source(s): Statistics Canada, Longitudinal Survey of Immigrants to Canada, 2005

A job related to training or education

Beta coefficients obtained from modelling the probability of working in a job related to training or education, Canada

Wave 2 [1]	Reference level used for English				
	doesn't speak (1)	speaks poorly (2)	speaks fairly well (3)	speaks well (4)	speaks very well (5)
Level of spoken **English**					
doesn't speak (1)		-0.27	-0.41	-0.86 **	-1.16 **
speaks poorly (2)	0.27		-0.14	-0.59 **	-0.89 **
speaks fairly well (3)	0.41	0.14		-0.45 **	-0.75 **
speaks well (4)	0.86 **	0.59 **	0.45 **		-0.30 **
speaks very well (5)	1.16 **	0.89 **	0.75 **	0.30 **	
	Reference level used for French				
	doesn't speak (1)	speaks poorly (2)	speaks fairly well (3)	speaks well (4)	speaks very well (5)
Level of spoken **French**					
doesn't speak (1)		-0.38 **	-0.38	-0.15	-0.51 **
speaks poorly (2)	0.38 **		0	0.23	-0.13
speaks fairly well (3)	0.38	0		0.23	-0.13
speaks well (4)	0.15	-0.23	-0.23		-0.36
speaks very well (5)	0.51 **	0.13	0.13	0.36	
Wave 3 [2]	Reference level used for English				
	doesn't speak (1)	speaks poorly (2)	speaks fairly well (3)	speaks well (4)	speaks very well (5)
Level of spoken **English**					
doesn't speak (1)		0.19	-0.2	-0.33	-0.6
speaks poorly (2)	-0.19		-0.39 *	-0.52 **	-0.79 **
speaks fairly well (3)	0.2	0.39 *		-0.13	-0.40 **
speaks well (4)	0.33	0.52 **	0.13		-0.27 **
speaks very well (5)	0.6	0.79 **	0.40 **	0.27 **	
	Reference level used for French				
	doesn't speak (1)	speaks poorly (2)	speaks fairly well (3)	speaks well (4)	speaks very well (5)
Level of spoken **French**					
doesn't speak (1)		-0.2	-0.01	0.11	0.07
speaks poorly (2)	0.2		0.19	0.31	0.27
speaks fairly well (3)	0.01	-0.19		0.12	0.08
speaks well (4)	-0.11	-0.31	-0.12		-0.04
speaks very well (5)	-0.07	-0.27	-0.08	0.04	

* beta coefficient is significant at the 5% level

** beta coefficient is significant at the 1% level

1 Wave 2: based on a sample size of 4,479 immigrants

2 Wave 3: based on a sample size of 5,211 immigrants

Note(s): The information required to determine if a job is related to training or studies was not available at Wave 1

Source(s): Statistics Canada, Longitudinal Survey of Immigrants to Canada, 2005

Beta coefficients obtained from modelling the probability of working in a job related to training or education, Quebec

Wave 2 [1]	Reference level used for English				
	doesn't speak (1)	speaks poorly (2)	speaks fairly well (3)	speaks well (4)	speaks very well (5)
Level of spoken **English**					
doesn't speak (1)		-0.75	-0.34	-1.32 *	-1.24 *
speaks poorly (2)	0.75		0.41	-0.57	-0.49
speaks fairly well (3)	0.34	-0.41		-0.98 *	-0.90 *
speaks well (4)	1.32 *	0.57	0.98 *		0.08
speaks very well (5)	1.24 *	0.49	0.90 *	-0.08	
	Reference level used for French				
	doesn't speak (1)	speaks poorly (2)	speaks fairly well (3)	speaks well (4)	speaks very well (5)
Level of spoken **French**					
doesn't speak (1)		-0.35	-0.34	0.19	-0.03
speaks poorly (2)	0.35		0.01	0.54	0.32
speaks fairly well (3)	0.34	-0.01		0.53	0.31
speaks well (4)	-0.19	-0.54	-0.53		-0.22
speaks very well (5)	0.03	-0.32	-0.31	0.22	
Wave 3 [2]	Reference level used for English				
	doesn't speak (1)	speaks poorly (2)	speaks fairly well (3)	speaks well (4)	speaks very well (5)
Level of spoken **English**					
doesn't speak (1)		0.77	0.64	0.18	0.48
speaks poorly (2)	-0.77		-0.13	-0.59	-0.29
speaks fairly well (3)	-0.64	0.13		-0.46	-0.16
speaks well (4)	-0.18	0.59	0.46		0.3
speaks very well (5)	-0.48	0.29	0.16	-0.3	
	Reference level used for French				
	doesn't speak (1)	speaks poorly (2)	speaks fairly well (3)	speaks well (4)	speaks very well (5)
Level of spoken **French**					
doesn't speak (1)		-0.68	-0.44	-0.46	-0.38
speaks poorly (2)	0.68		0.24	0.22	0.3
speaks fairly well (3)	0.44	-0.24		-0.02	0.06
speaks well (4)	0.46	-0.22	0.02		0.08
speaks very well (5)	0.38	-0.3	-0.06	-0.08	

* beta coefficient is significant at the 5% level

** beta coefficient is significant at the 1% level

1 Wave 2 based on a sample size of 528 immigrants

2 Wave 3 based on a sample size of 673 immigrants

Note(s): The information required to determine if a job is related to training or studies was not available at Wave 1

Source(s): Statistics Canada, Longitudinal Survey of Immigrants to Canada, 2005

Beta coefficients obtained from modelling the probability of working in a job related to training or education, Ontario

Wave 2 [1]	Reference level used for English				
	doesn't speak (1)	speaks poorly (2)	speaks fairly well (3)	speaks well (4)	speaks very well (5)
Level of spoken **English**					
doesn't speak (1)	..	0.5	-0.68	-0.87	-1.21
speaks poorly (2)	-0.5	..	-1.18 **	-1.37 **	-1.71 **
speaks fairly well (3)	0.68	1.18 **	..	-0.19	-0.53 **
speaks well (4)	0.87	1.37 **	0.19	..	-0.34 **
speaks very well (5)	1.21	1.71 **	0.53 **	0.34 **	..
	Reference level used for French				
	doesn't speak (1)	speaks poorly (2)	speaks fairly well (3)	speaks well (4)	speaks very well (5)
Level of spoken **French**					
doesn't speak (1)	..	-0.38 *	-0.48	-0.09	-0.37
speaks poorly (2)	0.38 *	..	-0.1	0.29	0.01
speaks fairly well (3)	0.48	0.1	..	0.39	0.11
speaks well (4)	0.09	-0.29	-0.39	..	-0.28
speaks very well (5)	0.37	-0.01	-0.11	0.28	..
Wave 3 [2]	Reference level used for English				
	doesn't speak (1)	speaks poorly (2)	speaks fairly well (3)	speaks well (4)	speaks very well (5)
Level of spoken **English**					
doesn't speak (1)	..	-1.68 **	-2.00 **	-2.11 **	-2.55 **
speaks poorly (2)	1.68 **	..	-0.32	-0.43	-0.87 **
speaks fairly well (3)	2.00 **	0.32	..	-0.11	-0.55 **
speaks well (4)	2.11 **	0.43	0.11	..	-0.44 **
speaks very well (5)	2.55 **	0.87 **	0.55 **	0.44 **	..
	Reference level used for French				
	doesn't speak (1)	speaks poorly (2)	speaks fairly well (3)	speaks well (4)	speaks very well (5)
Level of spoken **French**					
doesn't speak (1)	..	-0.3	0.05	0.01	-0.11
speaks poorly (2)	0.3	..	0.35	0.31	0.19
speaks fairly well (3)	-0.05	-0.35	..	-0.04	-0.16
speaks well (4)	-0.01	-0.31	0.04	..	-0.12
speaks very well (5)	0.11	-0.19	0.16	0.12	..

* beta coefficient is significant at the 5% level

** beta coefficient is significant at the 1% level

1 Wave 2: based on a sample size of 2,242 immigrants

2 Wave 3: based on a sample size of 2,564 immigrants

Note(s): The information required to determine if a job is related to training or studies was not available at Wave 1.

Source(s): Statistics Canada, Longitudinal Survey of Immigrants to Canada, 2005.

Beta coefficients obtained from modelling the probability of working in a job related to training or education, British Columbia

Wave 2 [1]	Reference level used for English				
	doesn't speak (1)	speaks poorly (2)	speaks fairly well (3)	speaks well (4)	speaks very well (5)
Level of spoken **English**					
doesn't speak (1)		-0.91	-0.84	-1.19	-1.44 *
speaks poorly (2)	0.91		0.07	-0.28	-0.53
speaks fairly well (3)	0.84	-0.07		-0.35	-0.60 *
speaks well (4)	1.19	0.28	0.35		-0.25
speaks very well (5)	1.44 *	0.53	0.60 *	0.25	
	Reference level used for French				
	doesn't speak (1)	speaks poorly (2)	speaks fairly well (3)	speaks well (4)	speaks very well (5)
Level of spoken **French**					
doesn't speak (1)		-0.62	-0.36	0.48	-0.81
speaks poorly (2)	0.62		0.26	1.1	-0.19
speaks fairly well (3)	0.36	-0.26		0.84	-0.45
speaks well (4)	-0.48	-1.1	-0.84		-1.29
speaks very well (5)	0.81	0.19	0.45	1.29	
Wave 3 [2]	Reference level used for English				
	doesn't speak (1)	speaks poorly (2)	speaks fairly well (3)	speaks well (4)	speaks very well (5)
Level of spoken **English**					
doesn't speak (1)		-0.44	-1.39	-1.34	-1.2
speaks poorly (2)	0.44		-0.95 **	-0.90 *	-0.76 *
speaks fairly well (3)	1.39	0.95 **		0.05	0.19
speaks well (4)	1.34	0.90 *	-0.05		0.14
speaks very well (5)	1.2	0.76 *	-0.19	-0.14	
	Reference level used for French				
	doesn't speak (1)	speaks poorly (2)	speaks fairly well (3)	speaks well (4)	speaks very well (5)
Level of spoken **French**					
doesn't speak (1)		0.09	0.36	1.02	-1.32
speaks poorly (2)	-0.09		0.27	0.93	-1.41
speaks fairly well (3)	-0.36	-0.27		0.66	-1.68
speaks well (4)	-1.02	-0.93	-0.66		-2.34
speaks very well (5)	1.32	1.41	1.68	2.34	

* beta coefficient is significant at the 5% level
** beta coefficient is significant at the 1% level
1 Wave 2 based on a sample size of 884 immigrants
2 Wave 3 based on a sample size of 1,015 immigrants
Note(s): The information required to determine if a job is related to training or studies was not available at Wave 1
Source(s): Statistics Canada, Longitudinal Survey of Immigrants to Canada, 2005

Natural logarithm of hourly wage

Beta coefficients obtained from modelling the natural logarithm of hourly wages, Canada

Wave 1 [1]	Reference level used for English				
	doesn't speak (1)	speaks poorly (2)	speaks fairly well (3)	speaks well (4)	speaks very well (5)
Level of spoken **English**					
doesn't speak (1)	..	0.05	0.06	0	-0.16 **
speaks poorly (2)	-0.05	..	0.01	-0.05	-0.21 **
speaks fairly well (3)	-0.06	-0.01	..	-0.06 *	-0.22 **
speaks well (4)	0	0.05	0.06 *	..	-0.16 **
speaks very well (5)	0.16 **	0.21 **	0.22 **	0.16 **	..
	Reference level used for French				
	doesn't speak (1)	speaks poorly (2)	speaks fairly well (3)	speaks well (4)	speaks very well (5)
Level of spoken **French**					
doesn't speak (1)	..	-0.09 *	-0.02	0.13 *	0
speaks poorly (2)	0.09 *	..	0.07	0.22 **	0.09
speaks fairly well (3)	0.02	-0.07	..	0.15 *	0.02
speaks well (4)	-0.13 *	-0.22 **	-0.15 *	..	-0.13 *
speaks very well (5)	0	-0.09	-0.02	0.13 *	..
Wave 2 [2]	Reference level used for English				
	doesn't speak (1)	speaks poorly (2)	speaks fairly well (3)	speaks well (4)	speaks very well (5)
Level of spoken **English**					
doesn't speak (1)	..	-0.04	-0.02	-0.09 **	-0.22 **
speaks poorly (2)	0.04	..	0.02	-0.05	-0.18 **
speaks fairly well (3)	0.02	-0.02	..	-0.07 **	-0.20 **
speaks well (4)	0.09 **	0.05	0.07 **	..	-0.13 **
speaks very well (5)	0.22 **	0.18 **	0.20 **	0.13 **	..
	Reference level used for French				
	doesn't speak (1)	speaks poorly (2)	speaks fairly well (3)	speaks well (4)	speaks very well (5)
Level of spoken **French**					
doesn't speak (1)	..	-0.07 *	0.08	0.10 *	0.02
speaks poorly (2)	0.07 *	..	0.15 **	0.17 **	0.09 *
speaks fairly well (3)	-0.08	-0.15 **	..	0.02	-0.06
speaks well (4)	-0.10 *	-0.17 **	-0.02	..	-0.08
speaks very well (5)	-0.02	-0.09 *	0.06	0.08	..

See footnotes at the end of the table

– continued

Beta coefficients obtained from modelling the natural logarithm of hourly wages, Canada

Wave 3 [3]	Reference level used for English				
	doesn't speak (1)	speaks poorly (2)	speaks fairly well (3)	speaks well (4)	speaks very well (5)
Level of spoken **English**					
doesn't speak (1)		0.05	0.02	-0.08 *	-0.21 **
speaks poorly (2)	-0.05		-0.03	-0.13 **	-0.26 **
speaks fairly well (3)	-0.02	0.03		-0.10 **	-0.23 **
speaks well (4)	0.08 *	0.13 **	0.10 **		-0.13 **
speaks very well (5)	0.21 **	0.26 **	0.23 **	0.13 **	

	Reference level used for French				
	doesn't speak (1)	speaks poorly (2)	speaks fairly well (3)	speaks well (4)	speaks very well (5)
Level of spoken **French**					
doesn't speak (1)		-0.04	0.02	0.01	0.03
speaks poorly (2)	0.04		0.06	0.05	0.07 *
speaks fairly well (3)	-0.02	-0.06		-0.01	0.01
speaks well (4)	-0.01	-0.05	0.01		0.02
speaks very well (5)	-0.03	-0.07 *	-0.01	-0.02	

* beta coefficient is significant at the 5% level
** beta coefficient is significant at the 1% level
1 Wave 1: based on a sample size of 3,027 immigrants
2 Wave 2: based on a sample size of 3,904 immigrants
3 Wave 3: based on a sample size of 4,501 immigrants
Source(s): Statistics Canada, Longitudinal Survey of Immigrants to Canada, 2005

Beta coefficients obtained from modelling the natural logarithm of hourly wages, Quebec

Wave 1 [1]	Reference level used for English				
	doesn't speak (1)	speaks poorly (2)	speaks fairly well (3)	speaks well (4)	speaks very well (5)
Level of spoken **English**					
doesn't speak (1)		0.16	0.19	-0.07	-0.16
speaks poorly (2)	-0.16		0.03	-0.23 *	-0.32 **
speaks fairly well (3)	-0.19	-0.03		-0.26 *	-0.35 **
speaks well (4)	0.07	0.23 *	0.26 *		-0.09
speaks very well (5)	0.16	0.32 **	0.35 **	0.09	

	Reference level used for French				
	doesn't speak (1)	speaks poorly (2)	speaks fairly well (3)	speaks well (4)	speaks very well (5)
Level of spoken **French**					
doesn't speak (1)		0.06	0.26	0.33 *	0.15
speaks poorly (2)	-0.06		0.2	0.27 *	0.09
speaks fairly well (3)	-0.26	-0.2		0.07	-0.11
speaks well (4)	-0.33 *	-0.27 *	-0.07		-0.18 *
speaks very well (5)	-0.15	-0.09	0.11	0.18 *	

See footnotes at the end of the table

– continued

Beta coefficients obtained from modelling the natural logarithm of hourly wages, Quebec

Wave 2 [2]	Reference level used for English				
	doesn't speak (1)	speaks poorly (2)	speaks fairly well (3)	speaks well (4)	speaks very well (5)
Level of spoken **English**					
doesn't speak (1)		0.02	0.03	-0.03	-0.16 *
speaks poorly (2)	-0.02		0.01	-0.05	-0.18 *
speaks fairly well (3)	-0.03	-0.01		-0.06	-0.19 **
speaks well (4)	0.03	0.05	0.06		-0.13
speaks very well (5)	0.16 *	0.18 *	0.19 **	0.13	

	Reference level used for French				
	doesn't speak (1)	speaks poorly (2)	speaks fairly well (3)	speaks well (4)	speaks very well (5)
Level of spoken **French**					
doesn't speak (1)		-0.08	0.11	0.22 *	0.12
speaks poorly (2)	0.08		0.19	0.30 **	0.2
speaks fairly well (3)	-0.11	-0.19		0.11	0.01
speaks well (4)	-0.22 **	-0.30 **	-0.11		-0.1
speaks very well (5)	-0.12	-0.2	-0.01	0.1	

Wave 3 [3]	Reference level used for English				
	doesn't speak (1)	speaks poorly (2)	speaks fairly well (3)	speaks well (4)	speaks very well (5)
Level of spoken **English**					
doesn't speak (1)		0.05	0.14	0	-0.11
speaks poorly (2)	-0.05		0.09	-0.05	-0.16 *
speaks fairly well (3)	-0.14	-0.09		-0.14 *	-0.25 **
speaks well (4)	0	0.05	0.14 *		-0.11 *
speaks very well (5)	0.11	0.16 *	0.25 **	0.11 *	

	Reference level used for French				
	doesn't speak (1)	speaks poorly (2)	speaks fairly well (3)	speaks well (4)	speaks very well (5)
Level of spoken **French**					
doesn't speak (1)		-0.03	0.09	0.11	0.07
speaks poorly (2)	0.03		0.12	0.14	0.1
speaks fairly well (3)	-0.09	-0.12		0.02	-0.02
speaks well (4)	-0.11	-0.14	-0.02		-0.04
speaks very well (5)	-0.07	-0.1	0.02	0.04	

* beta coefficient is significant at the 5% level
** beta coefficient is significant at the 1% level
1 Wave 1 based on a sample size of 324 immigrants
2 Wave 2 based on a sample size of 468 immigrants
3 Wave 3 based on a sample size of 596 immigrants
Source(s): Statistics Canada, Longitudinal Survey of Immigrants to Canada, 2005

Beta coefficients obtained from modelling the natural logarithm of hourly wages, Ontario

Wave 1 [1]

	Reference level used for English				
	doesn't speak (1)	speaks poorly (2)	speaks fairly well (3)	speaks well (4)	speaks very well (5)
Level of spoken **English**					
doesn't speak (1)		-0.02	-0.01	-0.02	-0.17 **
speaks poorly (2)	0.02		0.01	0	-0.15 **
speaks fairly well (3)	0.01	-0.01		-0.01	-0.16 **
speaks well (4)	0.02	0	0.01		-0.15 **
speaks very well (5)	0.17 **	0.15 **	0.16 **	0.15 **	

	Reference level used for French				
	doesn't speak (1)	speaks poorly (2)	speaks fairly well (3)	speaks well (4)	speaks very well (5)
Level of spoken **French**					
doesn't speak (1)		-0.06	-0.12	0.08	-0.16
speaks poorly (2)	0.06		-0.06	0.14	-0.1
speaks fairly well (3)	0.12	0.06		0.2	-0.04
speaks well (4)	-0.08	-0.14	-0.2		-0.24
speaks very well (5)	0.16	0.1	0.04	0.24	

Wave 2 [2]

	Reference level used for English				
	doesn't speak (1)	speaks poorly (2)	speaks fairly well (3)	speaks well (4)	speaks very well (5)
Level of spoken **English**					
doesn't speak (1)		-0.08	-0.07	-0.13 *	-0.24 **
speaks poorly (2)	0.08		0.01	-0.05	-0.16 **
speaks fairly well (3)	0.07	-0.01		-0.06 *	-0.17 **
speaks well (4)	0.13 *	0.05	0.06 *		-0.11 **
speaks very well (5)	0.24 **	0.16 **	0.17 **	0.11 **	

	Reference level used for French				
	doesn't speak (1)	speaks poorly (2)	speaks fairly well (3)	speaks well (4)	speaks very well (5)
Level of spoken **French**					
doesn't speak (1)		-0.08	0.06	0.05	-0.08
speaks poorly (2)	0.08		0.14	0.13	0
speaks fairly well (3)	-0.06	-0.14		-0.01	-0.14
speaks well (4)	-0.05	-0.13	0.01		-0.13
speaks very well (5)	0.08	0	0.14	0.13	

See footnotes at the end of the table

– continued

Beta coefficients obtained from modelling the natural logarithm of hourly wages, Ontario

Wave 3 [3]	Reference level used for English				
	doesn't speak (1)	speaks poorly (2)	speaks fairly well (3)	speaks well (4)	speaks very well (5)
Level of spoken **English**					
doesn't speak (1)		0.03	-0.08	-0.15	-0.28 **
speaks poorly (2)	-0.03		-0.11 **	-0.18 **	-0.31 **
speaks fairly well (3)	0.08	0.11 **		-0.07 *	-0.20 **
speaks well (4)	0.15	0.18 **	0.07 *		-0.13 **
speaks very well (5)	0.28 **	0.31 **	0.20 **	0.13 **	

	Reference level used for French				
	doesn't speak (1)	speaks poorly (2)	speaks fairly well (3)	speaks well (4)	speaks very well (5)
Level of spoken **French**					
doesn't speak (1)		-0.07	-0.01	-0.09	-0.04
speaks poorly (2)	0.07		0.06	-0.02	0.03
speaks fairly well (3)	0.01	-0.06		-0.08	-0.03
speaks well (4)	0.09	0.02	0.08		0.05
speaks very well (5)	0.04	-0.03	0.03	-0.05	

* beta coefficient is significant at the 5% level
** beta coefficient is significant at the 1% level
1 Wave 1: based on a sample size of 1,565 immigrants
2 Wave 2: based on a sample size of 1,958 immigrants
3 Wave 3: based on a sample size of 2,223 immigrants
Source(s): Statistics Canada, Longitudinal Survey of Immigrants to Canada, 2005

Beta coefficients obtained from modelling the natural logarithm of hourly wages, British Columbia

Wave 1 [1]	Reference level used for English				
	doesn't speak (1)	speaks poorly (2)	speaks fairly well (3)	speaks well (4)	speaks very well (5)
Level of spoken **English**					
doesn't speak (1)		0.04	0.02	-0.04	-0.16 *
speaks poorly (2)	-0.04		-0.02	-0.08	-0.20 **
speaks fairly well (3)	-0.02	0.02		-0.06	-0.18 **
speaks well (4)	0.04	0.08	0.06		-0.12 *
speaks very well (5)	0.16 *	0.20 **	0.18 **	0.12 *	

	Reference level used for French				
	doesn't speak (1)	speaks poorly (2)	speaks fairly well (3)	speaks well (4)	speaks very well (5)
Level of spoken **French**					
doesn't speak (1)		-0.23 **	0.05	0.2	0
speaks poorly (2)	0.23 **		0.28	0.43	0.23
speaks fairly well (3)	-0.05	-0.28		0.15	-0.05
speaks well (4)	-0.2	-0.43	-0.15		-0.2
speaks very well (5)	0	-0.23	0.05	0.2	

See footnotes at the end of the table

– continued

Beta coefficients obtained from modelling the natural logarithm of hourly wages, British Columbia

Wave 2 [2]	Reference level used for English				
	doesn't speak (1)	speaks poorly (2)	speaks fairly well (3)	speaks well (4)	speaks very well (5)
Level of spoken **English**					
doesn't speak (1)		-0.09	0	-0.11	-0.22 **
speaks poorly (2)	0.09		0.09	-0.02	-0.13 *
speaks fairly well (3)	0	-0.09		-0.11	-0.22 **
speaks well (4)	0.11	0.02	0.11		-0.11 **
speaks very well (5)	0.22 **	0.13 *	0.22 **	0.11 **	

	Reference level used for French				
	doesn't speak (1)	speaks poorly (2)	speaks fairly well (3)	speaks well (4)	speaks very well (5)
Level of spoken **French**					
doesn't speak (1)		-0.01	0.08	0.14	0.02
speaks poorly (2)	0.01		0.09	0.15	0.03
speaks fairly well (3)	-0.08	-0.09		0.06	-0.06
speaks well (4)	-0.14	-0.15	-0.06		-0.12
speaks very well (5)	-0.02	-0.03	0.06	0.12	

Wave 3 [3]	Reference level used for English				
	doesn't speak (1)	speaks poorly (2)	speaks fairly well (3)	speaks well (4)	speaks very well (5)
Level of spoken **English**					
doesn't speak (1)		0.04	0.02	-0.11	-0.21 **
speaks poorly (2)	-0.04		-0.02	-0.15	-0.25
speaks fairly well (3)	-0.02	0.02		-0.13 *	-0.23 **
speaks well (4)	0.11	0.15 **	0.13 **		-0.10 **
speaks very well (5)	0.21 **	0.25 **	0.23 **	0.10 **	

	Reference level used for French				
	doesn't speak (1)	speaks poorly (2)	speaks fairly well (3)	speaks well (4)	speaks very well (5)
Level of spoken **French**					
doesn't speak (1)		-0.06	-0.06	-0.12	-0.04
speaks poorly (2)	0.06		0	-0.06	0.02
speaks fairly well (3)	0.06	0		-0.06	0.02
speaks well (4)	0.12	0.06	0.06		0.08
speaks very well (5)	0.04	-0.02	-0.02	-0.08	

* beta coefficient is significant at the 5% level
** beta coefficient is significant at the 1% level
1 Wave 1 based on a sample size of 552 immigrants
2 Wave 2 based on a sample size of 742 immigrants
3 Wave 3 based on a sample size of 839 immigrants
Source(s): Statistics Canada, Longitudinal Survey of Immigrants to Canada, 2005.